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# bulletin

## Royal Commission urged to study university funding

by Donald C. Savage

Saskatchewan Minister of Education Douglas McArthur endorsed the call of the Canadian Association of University Teachers for a joint federal/provincial royal commission on the role and financing of the universities before Ottawa proposes any substantive changes in federal funding of postsecondary education.

Speaking to a March 3 seminar on university financing jointly sponsored by the CAUT and the Institute of Policy Analysis of the University of Toronto, McArthur also cautioned against applying user pay principles to the universities. He indicated the need for governments to differentiate in their funding the research and continuing education function of the universities in a manner which would no longer assume that these could be paid for by student tuition and enrolment-driven grants.

Premier Richard Hatfield of New Brunswick vigorously defended the existing arrangements for federal/provincial funding. He expressed strong doubts that the federal government would change the existing structure or the funds involved in any significant way and he urged on the seminar that the 1977 accord represented a reasonable arrangement which allowed real local autonomy but ensured a federal presence. This view was echoed by Don W. Stevenson, Deputy Minister of Intergovernmental Affairs of the Province of Ontario. Mark Krasnick, Assistant Deputy Minister of Intergovernmental Relations of British Columbia, called for a restructuring of the federal senate so that the provinces could participate directly in the type of decisions on university funding that were now likely to be made unilaterally by Ottawa. Gordon Robertson replied that the provinces had failed to create the federal/provincial forum mandated in the 1977 accord and that Ottawa would undoubtedly remember this in the next round of negotiations.

In other papers, Professor David K. Foote of the Department of Political Economy at the University of Toronto, challenged the common assumption that there would be a drastic decline in university enrolments in the next two decades. He stated that enrolments would grow to the mid-eighties. He expected overall enrolment to rise by six per cent over the next four years and then decline by 14 per cent over the next fourteen years due to demographic developments alone. He suggested that these figures should give pause to politicians and civil servants who seem to be planning for a catastrophe which may never take place.



Tom McDonald

Dr. Lynn A. K. Watt of the University of Waterloo spoke of the dilemma caused by the need for more postgraduate scientists and engineers to reach research and development goals at a time when governments seemed to think that universities should be cut. He presented figures to indicate that the taxi-driving Ph.D. was now and had always been a myth.

Professor Paul Davenport of McGill University challenged recent assumptions of the decline of relative earnings of college graduates. He pointed to the low rate of unemployment of graduates and suggested that there was a strong case for the continuation of the federal involvement since investment in university education was in highly mobile individuals, with the benefits from highly educated manpower freely available across the country.

Other speakers, notably Norman Wagner, President of the University of Calgary, Barry Toole, Deputy Secretary of the New Brunswick cabinet, and John Graham of Dalhousie University urged the university community not to forget its basic mission in the drive for new funding sources.

Professor Sarah Shorten, President of the Ontario Confederation of University Faculty Associations, spoke strongly of the need to maintain the national resource built up in the universities. She endorsed the call for a royal commission before Ottawa proposed any substantial changes, announced that OCUFA has polled the provincial parties in Ontario and that Dr. Stuart Smith, the leader of the Liberal Party, had unequivocally endorsed such a commission. In the event that Ottawa fails to respond to this demand, she urged CAUT and AUCC to set up their own commission.

Dr. Arthur Bourns, former President of McMaster University, called on the federal government to pay the indirect costs of research (it now pays the direct costs in research grants) which would have the effect of reinforcing centres of research excellence.

Professor Peter Leslie of Queen's University called for a federal/provincial granting agency to administer many of the funds now in contention between the two levels of government.

## R & D credibility gap remains

by Bob Willes

Has the federal government come through on its commitment to support research and development in Canada? The Minister of State for Science and Technology John Roberts says it has.

In a March 3 press release, Mr. Roberts says that "federal government expenditures on R & D in 1981/82 will be \$1,514 million, a \$216 million or 17 per cent increase over 1980/81 expenditures." Based on the government's R & D policy framework as announced in January 1981, "the government has achieved its target level of expenditure for research and development for the second year in a row," says Mr. Roberts.

Despite the Minister's statement, a serious question remains as to whether the government has indeed followed through on its commitment to R & D, particularly in the university sector.

University research depends to a large extent on funds from the three granting councils, each of which has produced a five-year plan to meet the federal government's goals for R & D. The Liberal government has ac-

cepted the five-year plan of the Natural Sciences and Engineering Research Council, and has the five-year plans for the Medical Research Council and the Social Sciences and Humanities Research Council under review.

However, the funds allocated to the councils in the federal government's main estimates for 1981/82 fall considerably short of meeting the requirements of the five-year plans. Both the NSERC and the MRC require an additional \$28 million and the SSHRC \$3.5 million to meet their goals for 1981/82.

The budgets of the granting councils have not yet passed through the federal cabinet. Final decisions are expected by April.

If the goals of the granting councils are not met, and university programs dependent on their funds jeopardized, then the government's policy to stimulate research, development and innovation in industry is doomed to failure.

Our universities are the only institutions capable of training the highly qualified manpower and providing the basic research necessary for the federal government's proposed industrial R & D initiatives.

Dr. Savage is Executive Secretary of CAUT.

For more on federal government support of R & D, see "Commentary" — page 3.





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# LETTERS LETTRES

## That's love

I noticed the Hedlin letter commending Bishop for his article "Teaching for love or money in the 80's?". I am aware of a professor at an Ontario university, who for love of teaching wishes to remain anonymous, who has suffered in the past three years a legal reduction in salary of \$11,000. Terminated from a (second) two year appointment, and then from a one year appointment, this professor is now teaching the same course load as before but on a part time basis.

That's love.

S. D. Neill  
School of Library  
and Information Science  
The University of Western Ontario

## "Chartered accountant" stereotype

As a librarian I am very impressed by Professor G.F. Atkinson's letter "Deeper malaise in the stacks" (CAUT Bulletin, Feb. 1981). I am particularly struck by the following paragraph:

"Today's Librarian has probably pursued librarianship as a profession since completing his first degree. To outward appearances — by examination of his credentials and curriculum vitae for instance — he may appear no more aware of and dedicated to whatever communal goals the university espouses than would a chartered accountant hired to fill a responsible fiscal position in the administration."

Judging from some twenty years' observation I must admit that most librarians do fit into this "chartered accountant" stereotype. This is especially true of library administrators. (Of course it is only natural that "chartered accountants" should be among those most attracted by work involving planning a budget).

A difficult and sometimes tragic situation is faced by the odd librarian who does not fit the "chartered accountant" stereotype: by the bookworm, hungry for the knowledge contained in the books; by the aesthete who loves the beauty of old printed books and manuscripts; by the civil libertarian who believes that the library should give free access to unpopular and/or forbidden ideas without restriction; by the dissenter who dares to criticise the policies of the library or university administration, or to denounce what he/she considers to be cases of injustice.

Such a nonconformist librarian faces incomprehension or downright hostility from his/her "chartered accountant" colleagues and superiors. He/she is an eccentric at best, a "troublemaker" at worst. The "chartered accountants" will tolerate, even expect, some nonconformity among professors and students but will never forgive it in a librarian!

Jan W. Weryho  
Islamic Studies Library  
McGill University  
Montréal

## Teeth on edge

In and under the heading "Light Years Ahead" (CAUT Bulletin, December, 1980, p.9) you have repeated a mistake that never fails to set my teeth on edge. ("The Dutch appear to be light years ahead in their thinking...")

Please a light year is a unit of distance, not time; it is the distance that light travels

in a year, about 5.9 million miles. All you really meant was "years ahead", but love of rich beautiful prose got in the way.

R.E. Bell  
Department of Physics  
McGill University

## Not misuse

Congratulations on publishing the article by John M. Carroll on computer ethics, it is very timely and important. I agree with most of his statements, but must take issue with one small item.

"The two most prevalent acts of computer abuse are:

(1)...., typing essays at terminals, ..."

The modern terminology of this "misuse" is WORD PROCESSING. I can confirm that it is very effective. I have recently "typed essays" to the tune of some 250 pages (two papers and a book translation) within a period of six months, also performing my usual teaching duties. This was done using an interactive computer (Prime) and VDU terminal, with line-printer for preliminary copies, and daisy-wheel terminal printer for final copies, and employing the editor program to correct errors. In the whole of this work, I used ZERO hours of secretarial time, and achieved far better turn-round.

I agree that it is somewhat wasteful to use a main-frame computer for such work, it can be done equally well on a mini- or

micro-bases dedicated system, if that facility is available. Nevertheless, our University computer centre encouraged me to use this facility.

Word processing on a computer is not an extravagance, when secretarial assistance and other time factors are taken into the calculation at the University level, but only appear costly when viewed from a narrow computer resource viewpoint.

W.E. Eder,  
Department of Engineering Production,  
Loughborough University of Technology.

## Rejects conclusion

I write as a colleague and longtime (15 years) friend of Professor David Koulack. I have been with him at two universities (U.S.A. and Canada), accept his facts, but flatly reject his conclusion concerning tenure (D. Koulack and D. Ball, this journal, "Is tenure a threat to academic freedom?", February, 1981).

Certainly to deny a person tenure on the grounds that he or she is not "suitable", is "difficult", or "unorthodox" is highly unfortunate to say the least, whether such statements are explicit or implicit. However, one stupidity does not justify another, and it would be an error to conclude that the data suggest doing away with tenure. It is pertinent to note that at the very same time that the faculty member,

☐ p. 4

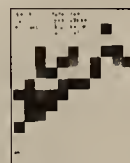
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### Commentary

## Will the feds flip flop on R & D?

by Bob Willes

Once again that ominous, suspense-filled time of the year has arrived when our political masters announce their decisions on how many "bucks" to allot to Canada's three research granting councils. The Natural Sciences and Engineering Research Council (NSERC), the Social Sciences and Humanities Research Council (SSHRC) and the Medical Research Council (MRC) all provide crucial support for the research effort in Canadian Universities. Unfortunately, University researchers must still feel like the proverbial beggar with their hands held out waiting for alms. It is hard to believe that, even after the expenditure of considerable time and effort in the development of long range plans for the various research councils, the federal government has not given any clear indication of a commitment to research and development in this country.

On January 19, 1981, John Roberts, Minister of State for Science and Technology, re-announced the Liberal government's five year policy for research and development in Canada. This announcement was greeted by the press as "...creative doublespeak (which) turned a federal government retreat into a great leap forward." As you will see, the feeling of the press quite accurately describes the situation.

The main elements of the announced five year plan included the following:

- The federal government's share of the 1.5% GERD/GNP target will be 0.5% of the GNP, or one-third of the total;
- Industry should aim at raising its R&D expenditures to 0.75% of GNP, or one-half of the total;
- The balance of 0.25% of GNP or 16% of the total should be financed by the pro-

vinces, the universities and other R&D funders (Note: this refers to the funding of research, not performing the research);

- In meeting its responsibilities for R&D, the federal government states that it has three roles to play:

a) The performance of R&D in support of services, such as resource management, which facilitate private sector activity and the conduct of R&D in the private sector,

b) The support of industrial R&D for the development of new products and processes,

c) The support of university research.

- The government's aim is to maintain an appropriate balance among these roles through the allocation, for initial planning purposes, of just under one-half of the increase in funding to support industrial R&D, about one-third to mission-oriented R&D, and one-fifth to university research.

As anyone familiar with previous government policies in the area of R&D will recognize, these are not new policies. In fact, they are almost identical to those announced by Judd Buchanan back in 1978. Be this as it may, the greatest criticism of the announcement is the complete lack of any new programs designed to meet the goals outlined. Since proposals of how the government plans to meet its R&D goals were not contained in the Minister's press announcement, one would expect that subsequent government announcements would give some hints of the "magic" the government will be performing in the near future to meet its goals.

Au contraire Pierre, the "leaks" which have been oozing from the bureaucracy indicate John Roberts' policy was "canned" even before it was announced! About the end of January, information began to leak from various government sources that the funding increases to the three federal granting councils would not be anywhere near those projected in their five year plans. Information has it that NSERC is expecting

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\*Please reply with c.v. and the names of 3 people to whom we may write for references, no later than May 1st, 1981. \*position to commence any time after July 1st, 1981 to: Dr. B. McGillivray, Clinical Genetics Unit, 655 West 10th Ave., Vancouver, B.C. V5Z 1L7 Tel (604) 873-5441.

an 11.4% funding increase, MRC 7.9% and SSHRC 8.2% and that these decisions were made in late December. These increases do not even cover inflation over the past year, let alone that expected next year! What, then, does the government think it is doing by announcing an "aggressive" five year science policy plan but not providing the funds to support it? There may be method in the apparent madness!

The current Liberal government is notorious for leaking information that enrages certain segments of the public, then appearing to change its policies or programs in the direction of pressure, thereby ending up where they wanted to be in the first place and looking like "good guys" in the process. This reporter predicts (hoping to be proven wrong) that the government fully plans to increase the funding of the councils above the meager amount indicated so far, but still far below the increases projected in the five year plans of the councils. By following this political path, the Liberal government could be hoping to pacify the Canadian research community and getting a "Thank you very much for not leaving the situation as bad as it originally appeared." Once again, the "good guy" image!

How could the government accomplish such a move if the budgets of the councils

have already been fixed, you ask? Easily, as not one of these council budgets has yet been passed by the various cabinet committees! This process will be completed by mid-February and the cabinet committees could easily increase the funding of the councils by 2 to 5%. Increases above these amounts are unlikely in view of the factions competing for funds. Unfortunately, this action would only increase the level of funding for the councils to about one-third of that requested by their five year plans, considering the current rate of inflation, and would not allow the goals of the five year plans to be met. The government's stated policies perceive that the main role of the universities in meeting the 1.5% GERD/GNP scenario will be in the training of the highly qualified manpower required. As every university teacher is aware, the training of such personnel requires 4 to 8 years. Time is a wasting; it is essential that the funds for these programs be available now if it is not already too late!

My predictions may be proven wrong... let's hope so! If they are correct, I will be greatly saddened as it will mean that our federal government is not serious about its R&D policies and our country is in for some very hard times, indeed.

Dr. Willes is Executive Secretary for Science Policy, Canadian Federation of Biological Societies.



# LETTERS LETTRES

who played such an important part in at least shaping Koulack's attitude, was denied tenure, another member of the department met the same fate. This person, however, grieved and was later reinstated. The presence, at the time, of an incipient faculty union cannot be disregarded.

The importance of possessing tenure, despite all its limitations, was only too clearly brought home to this writer when he taught at a U.S. university during the Vietnam War. Three points are relevant: he has good reason to know that without tenure his stay in the U.S.A. would have been of short duration; his anti-war involvement was doubly irksome inasmuch as he was an alien (Canadian); anti-war sentiment existed on many campuses and, surprising as it may be to some, Professor David Koulack had made his anti-war stance very clear. As pointed out by Koulack and Ball, universities have other means at their disposal to dispense "punishment" should an individual, judged "out of line", have slipped through the tenure sieve. Reference to but one such possibility is salary. In the U.S. this tends to be almost totally a function of administrative fiat, while in Canada, where an academic union is more frequently present the amount is more likely to be determined in large part by the union and be routinely given to individual faculty union members — automatically and independently of one's activities. The writer, for example, when teaching in the U.S.A., had received the "Distinguished Professor" award but at the same time had the dubious distinction of being one of the lowest-paid full professors on campus — a small price actually for a little integrity but still a source of resentment.

Much of Koulack and Ball's critical comments are directed, and in this writer's opinion quite properly, at the criteria for tenure and the myth of the compensatory model. Their suggested solutions however help but little as they only restate or at best paraphrase the original problems. They, for example, recommend the establishment of "evaluation criteria" for any job or, as another example, they suggest the use of "outside experts". At present, when we discuss tenure, we are in the sad situation of knowing more about what does not than what does work. It could be argued that until more knowledge is available the criterion, *faute de mieux*, should simply be seniority.

The final conclusion of Koulack and Ball, that one should "unionize", while not one that the present writer would disagree with, comes as a surprise — a non-sequitur. It seems at best a pious hope, given its context. One can only strive to make tenure and its criteria more meaningful within the scope of a strong union. Misuse is not now, nor has it ever been, a reason for disuse. Membership in the "academic club", with all its shortcomings, is still a plus — it is better to have than not to have tenure.

F.L. Marcuse,  
Department of Psychology,  
University of Manitoba

## Support for Palestinian academics

The following is the text of a statement circulated by McGill Arab Students' Association and endorsed by the undersigned university teachers.

The Israeli authorities of occupation in the West Bank and the Gaza Strip issued in June 1980 Military Order No. 854 and related directives concerning Palestinian institutions of higher education (universities, colleges and seminaries); this Order stipulates that:

1. All institutions of higher learning will now fall under the jurisdiction of the military authorities.

2. All institutions of higher learning are now considered to be operating under a temporary license. Permits will now have to be renewed yearly upon the approval of the military governor.

3. Individuals have to receive a written approval from the military authorities before joining the institutions either as students or faculty members. This directive is intended to apply to local residents as well as to foreigners.

4. The military governor may consult with the chief of police concerning the approval of any permits to be given to individuals or institutions.

This order is in direct violation of Article 4 of the Geneva Convention, which forbids an occupying power to change any of the laws prevalent on the eve of the military occupation. Furthermore it represents an infringement on the academic integrity of these institutions and it usurps the chartered privileges of their internal bodies.

We request that the said Military Order and its related directives be immediately rescinded.

- Wallace Clement — Carleton University, Department of Sociology
- Mervyn Vellingier — Ottawa University, School of Nursing
- Melissa Clark — Bishop's University, Department of Sociology
- Elia Zureik — Queen's University, Department of Sociology
- Mary Percival Maxwell — Queen's University, Department of Sociology
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- Richard Roman — University of Toronto, Department of Sociology
- Michael Bodemann — University of Toronto, Department of Sociology
- Michael Marmura — University of Toronto, Department of Middle East and Islamic Studies
- Richard Blackburn — University of Toronto, Department of Middle East and Islamic Studies

## On "totalitarianism"

In letters which appeared in the December issue of *CAUT Bulletin*, S.W. Sadava (a psychologist) and Stylianos Perakis (a specialist in administration) put forward views based on their own definitions of the term "totalitarian." Mr. Perakis regards Guatemala and Iran "both during and after the Shah" as totalitarian; Mr. Sadava, who sees a "democratic" trend (albeit an "imperfect" one) in Cuba, regards South Africa as totalitarian.

I teach a course on "Totalitarianism in the 20th Century," dealing with both Marxist-Leninist socialism and Hitler's National Socialism, and therefore have the possibly unfair advantage of being acquainted with some relevant literature. In a book entitled *The Realities of World Communism*, Professor William Petersen points out that totalitarianism involves domination by a single party which attempts to impose "its particular vision of a perfect community" through "total control over the major workings of all significant institutions." "One-party rule over a nation "with important loci of competing power" (such as the army) is "not totalitarian," nor is rule by a group that monopolizes the political sphere but fails to "penetrate the social institutions in order to move them toward its utopian goal." Thus Latin American military dictatorships are "not

totalitarian."

In his book *World Politics in an Age of Revolution*, Professor John W. Spanier describes at greater length the characteristics — notably the effort to destroy "social pluralism" — which distinguish totalitarianism from "traditional dictatorship or autocracies." Professor Robert H. McNeal, in *The Bolshevik Tradition*, describes in particular the way in which Soviet Communists set out to "permeate all the basic institutions of the country with the Communist spirit," providing "organized Communist leadership" even in non-party organizations. "In this," he writes, "lay the distinctive character of

the twentieth century totalitarian state."

The very definition of totalitarianism implies that this system represents a greater threat to human rights than conventional authoritarian regimes; moreover, Marxist-Leninist states display an appetite for expansion not prevalent at present among conventional dictatorships. Therefore it is on totalitarian Marxist-Leninist regimes that realistic champions of human rights will focus their concern.

Kenneth H.W. Hilborn  
Department of History  
University of Western Ontario

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Positions available in Accounting, General Management, Management Information Systems and Data Processing, and Management Science.

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- Mechanical Engineering — Position in machine design and production systems
- Visiting faculty position preferably in solid mechanics, vibrations or mechanics of machines.

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— Dendrology, silvics and tree physiology  
— Forest harvesting and mechanization

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A position available in Biomechanics. Teaching experience and/or coaching in several practical areas would be an asset.

Candidates for the above positions should have graduate degree(s) and professional registration (if applicable). Practical experience is desirable. Secondments from government and industry are encouraged for visiting faculty.

Please submit applications with names and addresses of three references to:

O. E. Ayre,  
Secretary of the University,  
Lakehead University,  
Thunder Bay, Ontario  
P7B 5E1

# Lakehead University

## UNIVERSITY OF BRITISH COLUMBIA

### School of Nursing

Applications are invited for teaching positions open in July, 1981. Minimum of Master's degree in Nursing required as well as experience in clinical field. Candidates must be eligible for registration in B.C. Salary and rank dependent on experience and qualifications.

The School of Nursing offers a four year B.S.N. program, a two-year M.S.N. program, and a two-year B.S.N. program for Registered Nurses.

Send resumes to:



Dr. Marilyn Wilman  
Director, School of Nursing  
University of British Columbia  
2194 Health Services Mall,  
Vancouver, B.C. V6T 1W5



# New government bill a triumph for CAUT

by Jill Greenwell

The federal government's new sexual offenses bill represents a triumph for Canada's academic and artistic communities.

The bill (C-53), which was first made public December 24, results in part from a lobby spearheaded by the CAUT and the Writers Union of Canada.

The omnibus bill contains important provisions for the protection of young people from sexual abuse. While the problem of sexual offenses is not directly related to the CAUT's mandate, these provisions resolve the association's concern regarding the redefinition of obscenity raised when proposals for changes to the criminal code first emerged in early 1978.

In that year, the federal Justice and Legal Affairs Committee under Mark MacGuigan, acting under substantial pressure from backbenchers on both sides of the House, had introduced Draconian measures to deal with the fast growing problem of "kiddie porn". These recommendations were seen by the press and members of the community at large to represent an alarming threat to freedom of speech and the press.

The most notable elements of the committee's recommendations involved widening the definition of obscenity and infusing it with the standards of particular communities regarding the use of sex and violence in literature and performances. Although not all of the measures urged by the committee found their way into the legislation introduced by the government (Bill C-51), these two elements were reflected in the proposed amendments to the obscenity law.

Although Bill C-51 died on the order paper at the close of the parliamentary session, it was subsequently re-introduced in

much the same form as Bill C-21.

The CAUT's response to the bill, "How About the Venus de Milo?", pointed out that the changes would clearly impede cultural, literary, theatrical and artistic development in this country, and suggested that the present definition of obscenity remain unchanged. It proposed instead that the Criminal Code be amended to make illegal the procuring of children of 16 or under for sexual intercourse, particularly but not exclusively for photographic reproduction. It also recommended a number of measures to ensure the maintenance of a national standard in the application of the obscenity legislation, including the restriction of the power to lay charges solely to provincial attorneys general.

While there is still a good deal of criticism about how the government's latest proposal defines sexual misconduct with young persons, its handling of the visual representation of sexually explicit conduct with young persons deals squarely with the problem of controlling the production and distribution of child pornography.

The definition of child — defined in Bills C-51 and 21 to be a person who is or appears to be under the age of 16 — now allows for the introduction of evidence to substantiate an age claim.

Although universities will as always fall under the standard educational exemption, there remains a very slight but constant danger that they may have to defend themselves repeatedly against prosecutions under the obscenity legislation. However this remains a remote possibility since provincial directors of public prosecution perceive obscenity prosecutions as "politically sensitive" and are consequently reluctant to lay charges willy-nilly.

# BARGAINING TALK NÉGOCIATIONS

by: Ronald C. Levesque, Associate Executive Secretary,  
Collective Bargaining & Economic Benefits

Laurentian's Faculty Association ratified its first collective agreement last November. The contract continues many past practices, however, it also contains important and beneficial changes for faculty members at Laurentian. Among the provisions in the contract are: a new structure for evaluation consisting of a University Personnel Committee which contains three members named by each of the parties; a paid maternity leave for 17 weeks; chairpersons will receive sabbatical credit of one additional year after serving the full three year term; a mechanism that involves faculty in the selection and removal of not only chairpersons but also senior academic administrators; and a reopening clause that provides for arbitration (final offer selection in this case) to resolve any impasse over compensation matters; and a total salary increase for 1980-81 of 9.52%. Faculty members will also receive a \$450 Professional allowance in order to carry out their employment contract; the allowance is to help cover such things as books and professional membership. The Faculty Negotiating Team was ably led by Dieter Buse and Ashley Thompson and on many occasions assisted by Associate Executive Secretary Vic Sim and Executive Secretary Don Savage.

P.E.I. has recently reached agreement on the renegotiation of its special plan (i.e., a collective agreement outside of the provincial labour code for 81-82). The renegotiation calls for a 10.3% salary increase and full payment of the medical care plan. The other major section of the Agreement calls for the establishment of 5 parity committees to study questions such as redundancy, financial exigency, part-time employment and early retirement. Dalhousie has reached a settlement on the renegotiation of its collective agreement. As of this writing I do not have any details.

Early this year the Lakehead Faculty Association applied to the Ontario Minister of Labour to appoint a conciliation officer. The conciliation officer (Senior Mediator John Dempster) met with the parties in February 24 and 25; CAUT Collective Bargaining Officers Sue Feldman and Ron Levesque were also present. After nearly 40 hours of continuous bargaining the parties reached a tentative settlement. I will report on the details as soon as the parties ratify the Agreement. This will be Lakehead's first Collective Agreement. The Lakehead team, lead by David Bates, have negotiated a very fine agreement indeed.

After a long campaign the Concordia University Faculty Association was finally certified as the bargaining agent by the Quebec Labour Board. The new unit includes all full-time faculty, probationary and tenured appointments, Librarians and Sessional Lecturers, department chairpersons, principals of colleges, directors of institutes and coordinators of academic programmes. It is the first time in Quebec that Librarians have been included in a bargaining unit with faculty.

The mediator's report on compensation at U. of T. was delivered to the parties just prior to the writing of this column. At this writing the Governing Council has not yet ratified the Agreement. I will include details of the settlement once this has occurred. The Mediator, Innis Christie, agrees with previous Mediator Soberman that the U. of T. process for determining wages and salaries is inherently unsatisfactory.

Another court decision involving an academic status matter has been rendered in Ontario. The Divisional Court has ruled that Professor Stephenson of McMaster was denied natural justice when a review committee reversed its preliminary decisions and concluded that she should be denied tenure. The Divisional Court stated that "We are convinced that the private conversations between the Review Committee (and a Faculty Committee) following the hearing and the argument was in violation of Kane v U.B.C. .... Whether or not these secret conversations actually affected the outcome is not significant; the appearance that they may have makes this a denial of natural justice in the circumstances." The Court ruled that she was entitled to another Review Committee "with a committee differently constituted, if she chooses to have one."

Last November the Regina Faculty Association requested CAUT involvement in a highly charged and complicated dismissal case. The case involved a variety of charges by a faculty member against a number of U. of Regina administrators. The Board of Governors considered the charges grounds for dismissal and moreover, several administrators launched libel suits against the faculty member. Howard Snow, CAUT's Adjudication Officer, formerly a member of the University of Manitoba Law Faculty, was able to negotiate a settlement satisfactory to all parties for both the libel and the dismissal cases. The settlement included a \$1 payment and a statement to each administrator and the faculty member was not dismissed.

# Canada-China scholarly exchange

Canada will soon be operating a scholarly exchange program for social scientists with the People's Republic of China.

The door to such an exchange was opened in the closing weeks of 1980 when André Fortier, president of the Social Sciences and Humanities Research Council, signed a memorandum of understanding with the People's Republic of China that will permit scholarly exchanges with the Chinese Academy of Social Sciences.

Under the agreement, the two parties will exchange scholars for up to 60 person-weeks each to conduct research and to give lectures in humanities and social sciences disciplines. They will also exchange academic publications and research materials.

In 1979 Mr. Fortier signed a similar agreement in Budapest with the Academy of Sciences of Hungary. The Council now has bilateral agreements with France, the Soviet Union and Japan, in addition to China and Hungary.

The Canadian delegation to China, led by Mr. Fortier, included Edwin Puleyblank of Vancouver, Professor of Asian Studies, University of British Colum-

bia, and Jerome Chen of Toronto, Professor of History, York University.

The purpose of the exchanges, Mr. Fortier said, is "to establish closer ties with international scholarly bodies, to learn from foreign experts in our fields, and to help make the work of Canadian scholars better known abroad."

Under the new agreement with China, the sending country will cover international travel expenses and the receiving country will defray domestic travel costs. The Canadian side will make available a per diem allowance to visiting Chinese scholars and Canadian scholars in China will have board and lodging provided. The receiving side will also bear the costs of necessary medical care.

The SSHRC, under programs administered by its Office of International Relations, also provides travel assistance to Canadian scholars to participate in international scholarly meetings and to collaborate on international research projects. Grants to Canadian universities to facilitate visits by foreign scholars are also available, and a program to help Canadian scholars accept invitations to lecture abroad will soon be underway.



# AUCC bargaining book

The AUCC announces the publication of its bibliography entitled "Faculty collective bargaining in Canada universities, 1974-1979". While there are some non-Canadian items included to provide background information, the bibliography basically provides an overview of the Canadian situation through 1979. Included are sections on librarians and teaching assistants. Copies are available at a cost of \$6.00 each from the Publication Division of AUCC. Payment should accompany the order with cheques written in favour of AUCC, and addressed to T51 Slater Street, Ottawa, Ontario, K1P 5N1.

L'AUCC annonce la publication de sa bibliographie intitulée "La négociation collective chez les professeurs des universités canadiennes, 1974-1979". Bien qu'il s'y trouve de la matière non canadienne, à titre de documentation générale, la bibliographie vise essentiellement à donner un aperçu de la situation au Canada jusqu'en 1979. Des sections concernant les bibliothécaires et les adjoints à l'enseignement sont également incluses. On peut se procurer des exemplaires de ce document, au prix de \$6 chacun, en s'adressant à la Division des publications de l'AUCC. Le paiement doit accompagner la commande et les chèques doivent être établis à l'ordre de l'AUCC, et adressés à T51 rue Slater, (Ottawa), Ontario, K1P 5N1.



# NOTES FROM WASHINGTON

by Clive Cookson

## "America's new beginning . . ."

President Reagan's proposal to cut nearly \$50 billion off next year's federal budget — and reverse half a century's growth in the size and domestic influence of the US government — is supported by a 2-1 majority of the American public, according to opinion polls. People do not in fact relish many of the specific items in Reagan's "Program for Economic Recovery" (for example the Washington Post — ABC News poll found that only 28% want less federal spending on student loans). But they are prepared to swallow the package as a whole because they believe it is nasty medicine that has to be taken in the national interest.

The targets of Reagan's axe, such as higher education, have two basic options. They could accept the definition of the "national interest" that the president has sold to the American people, and make the sacrifices allotted to them. Or they could plead with Congress to spare their programs, as a special case, and chop somewhere else.

In practice, of course, everyone is taking the second choice, the colleges and universities are no selfless exception. Their biggest lobbying organization, the American Council on Education (ACE), responded to Reagan's February 18 address to Congress with a press release that opened "Higher education — a slice of the economy badly battered by inflation — is willing to line up behind President Reagan's economic game plan."

ACE president Jack Peltason then said higher education would be "severely damaged" by the administration's proposed cuts in student aid and research (for details see above/below) and urged university leaders to resist them. "Higher education must present its interests as identical with the nation's interests," he said.

Unfortunately lobbyists for every other threatened group, from dairy farmers to the urban poor, were making similar noises about their pet programs. What a pity the ACE and Washington's other higher education association did not greet Reagan's speech by announcing that, yes, they were prepared to sacrifice certain specific programs on the administration's hit list, because they could live without them — but they would fight all the harder to preserve the rest, which are really vital.

College and university leaders had enough time to prepare such a response; the administration's semi-official "black book" of cuts was circulating around Washington for at least a week before Reagan formally presented his economic program to Congress. What they lacked was the self-discipline and unity to draw up a list of priorities acceptable to all sections of the world's most diverse system of higher education.

At the very least, academe should have stated immediately and unambiguously that it accepted Reagan's proposal to eliminate social security payments to students. These benefits are inversely related to need, because students whose parents earned more receive higher payments. Scrapping the program should save the government an estimated \$1.5 billion a year, after allowing for the transfer of some social security beneficiaries to the conventional loan and grant programs, which are of course tailored to educational and financial need.

In addition, higher education associations ought to have accepted the president's decision to restrict Guaranteed Student Loans (roughly equivalent to the Canada Student Loans Program) to those who can demonstrate financial need. Since Congress removed the GSL eligibility limits in 1978, the program's costs have soared from \$370 million to \$2.2 billion a year, and stories are circulating about wealthy students who borrow \$2,500 a year from the government, interest-free, and put it into money-market funds yielding 15%. Such publicity damages the reputation of the whole program.

If they had agreed to give up student social security and guaranteed loans for those who do not really need them, academic lobbyists would be in a stronger position to fight the administration's other cuts in student financial aid, which threaten access to higher education from low- and middle-income families.

They would also be better placed to defend federal support for research and scholarship in the humanities, arts and social sciences from Reagan's devastating cuts of about 50%. This vicious proposal cannot be justified by the field's "low priority", as the administration claims, and can only be regarded as an unfortunate manifestation of the Right's instinctive aversion to the "soft sciences".

## Reagan's spending cuts

Here is a summary of the major items affecting higher education in the package of spending cuts which President Reagan sent to Congress on February 18, under the title "America's New Beginning: A Program for Economic Recovery". All figures refer to the fiscal year 1982, and cuts are relative to the expenditure that would be needed to maintain programs at the current level next year.

- **Student financial assistance:** 15% cut to \$4.3 billion. Since 1978 Guaranteed Student Loans have been available to all students, regardless of family means; the income ceiling will be reimposed and loans made only to those who can demonstrate "financial need". Graduates will have to pay back interest that accumulated on their loans while they were at college (GSLs are now interest-free until the borrower leaves college). Basic grants will be cut by increasing the parental contribution from 14 to 20% of disposable family income and making other changes.

- **Student social security:** over the next four years phase out payments to students aged 18-21 whose parents are dead, disabled or retired. Net saving will be \$1.7 billion by 1985.

- **Arts and humanities:** 50% cut in National Endowments for the Humanities and National Endowment for the Arts to \$85 million and \$88 million respectively. Justification: "Low priority times must bear a greater burden if fiscal restraint is to be achieved in a balanced and compassionate way."

- **National Science Foundation:** 6% overall cut to \$1.2 billion. However reduction is concentrated on support for the behavioral, social and economic sciences, and science education programs. These activities lose about half their funds. Existing support for research in the "hard" sciences and engineering is not touched. But various new programs proposed by President Carter before he left office in January, including a much-needed \$75 million program to modernize university laboratories, are dropped.

- **Other scientific research:** Biomedical research supported by the National Institute of Health cut 5% to \$4.0 billion. General science programs of the Energy Department cut 7% to \$570 million. NASA's overall budget cut 5% to \$6.2 billion but reductions fall hardest

## DIRECTOR SCHOOL OF PHYSICAL EDUCATION AND OUTDOOR RECREATION

Applications are invited for the position of Director of the School of Physical Education and Outdoor Recreation. The position becomes available July 1, 1981.

Lakehead University currently offers a four-year honours bachelor of physical education, a four-year honours bachelor of outdoor recreation and a M.A./M.Sc. program in the Theory of Coaching. The School has a student enrolment of 350 with 18 professional faculty.

Applicants should be persons of stature with both academic and professional experience in physical education and outdoor recreation.

The role of the Director of the School is to provide leadership and direction for all educational, research and professional programs of the School. The Director will be required to develop an ongoing academic plan that is sensitive to the changing needs of physical education and outdoor recreation and to enhance the continuing education efforts of the School.

It is expected that the appointment will be at a senior rank (tenured stream) and salary will be based on qualifications and experience. Curriculum vitae should be submitted as soon as possible to:

Mr. Donald Ayre,  
Secretary of the University,  
Lakehead University,  
Thunder Bay, Ontario  
P7B 5E1

**Lakehead University**

## Federal government role in education a hot issue

by Richard Bellaire

The future role of the federal government in education was hotly debated at a national symposium on education held at Simon Fraser University in mid-February.

The conference, which brought together representatives from the academic community across Canada as well as the federal and provincial governments, focused largely on the federal transfers to the provinces under the Established Programs Financing legislation for post-secondary education.

Highlighting the conference was a call from Senator Henry Hicks for a federal department of education. In their reactions to the proposal, various provincial education ministers and representatives demonstrated that the wide divergence of opinion among the provinces extends to more issues than energy.

The Minister of Education for Alberta, Donald King, was adamantly opposed to Senator Hicks's proposal. Mr. King pressed the case for a complete withdrawal of the federal government from the area of education and called for any national policy to be determined through the co-operation of the ten provinces alone.

Thérèse Lavoie-Roux, the Liberal Party education critic from Quebec, reiterated Quebec's long-standing position that education is tied in with cultural policy in Quebec and therefore should be totally

under provincial control. Any future assistance from the federal government should be in the form of tax points and not cash transfers.

Terence Donahoe, Minister of Education for Nova Scotia, took a middle position in calling for continued federal financial support by way of the EPF legislation. But he said the federal government should have little or no role in planning. Mr. Donahoe stated that for many provinces including Nova Scotia "federal financing is all important" in the maintenance of national standards.

British Columbia's Minister for Education, Brian Smith, concurred with Mr. Donahoe in welcoming the financial support but denying the federal government any policy making role.

Speaking for the federal government, Secretary of State Francis Fox stressed that the federal government has not as yet adopted any clear-cut policy on the funding of post-secondary education, but he made it clear that the status quo is not regarded as acceptable.

However, in more informal discussion, Mr. Fox suggested that if the federal government were denied a greater policy role by the provinces, then it would have to take a long, hard look at its continued funding of post-secondary education at its present level.

on space science (as opposed to the expensive Space Shuttle); proposed projects such as the gamma-ray observatory and Venus Orbiting Imaging Radar mission are deferred.

- **National Institute of Education:** 25% cut to \$61 million. Justification: "The research and dissemination activities of the NIE, while occasionally making valuable contributions to the theory and practice of education, are of relatively low priority given present budgetary conditions."

- **Health professions education:** 70% cut to \$120 million. Justification: federal subsidies for training doctors and other health professions are no longer necessary because the manpower shortage has disappeared and many fields are heading toward a surplus.



## Study shows salaries "drastically behind"

A major study just completed by AOCUFA, the provincial confederation representing Ontario university teachers, shows that professors' salaries have fallen drastically behind those of other comparable groups, and seriously lost ground against the CPI.

"This constitutes a serious threat to the human resources of Ontario's university system," says Sarah J. Shorten, President of OCUFA. "The teachers in our universities represent a large and a vital public investment. But if professors continue to suffer erosion of salaries, exacerbated by reductions in research support and funds for professional expenses, we risk a major and alarming loss of scientists and scholars to other parts of the country — exactly when Ontario's economy needs every trained person it can get."

OCUFA's Committee on Salaries has advised faculty groups negotiating salaries this year to aim for settlements at least equal to the rise in the cost-of-living. In the last four years the salary settlements across Ontario have fallen consistently below CPI, sometimes by as much as 5 percentage points. "Professors have lost 17% in real terms in the last eight years," says Emil

Hayek, Chairman of OCUFA's provincial Standing Committee on Salaries. "While the cost-of-living has risen by 95% in eight years, professors' salaries have gone up only 62%. These figures should be compared with increases of nearly 90% for community college teachers, 106% for high school teachers, and 94% for professional engineers."

OCUFA is concerned that the very people who train the professionals of the future are now so far behind in salaries that the quality of education will suffer. "How can we expect the best minds to be attracted to university teaching and research," Sarah Shorten asks, "when such a career inevitably means accepting a level of pay so seriously out of line with that of members of other professions, and with economic reality?"

OCUFA will be lobbying during the election campaign to bring to public attention the compelling need for increased funds for the province's universities. They attribute professors' present salary position almost entirely to the provincial government's failure to provide adequate funding to the universities in the last few years.

## CAUT considers use of S.I.N.

by Victor W. Sim

The CAUT Central office has asked local and provincial faculty associations whether they think CAUT should develop a policy on the use of Social Insurance numbers in the universities and in society in general. There has been some concern expressed that the widespread use of S.I.N. facilitates invasions of privacy and that the use of such numbers without legislative approval should be opposed. It has been suggested that statutory authority should not be extended to a wider range of uses than is now possible.

It is argued by others that the use of single identifying numbers (like S.I.N.) ensures more accurate records and a more precise data base for decision-making.

S.I.N. are now used by universities as required by the Canada Pension Plan, the Income Tax Act and the Canada Student

Loans Act among other legislated uses. Universities have generally been unwilling to provide information based on the S.I.N. for other purposes though Statistics Canada has from time to time suggested the use of the numbers for data gathering within the universities.

It has also been suggested that faculty mobility studies in Canada might be carried out using unique identifying numbers. A unique identifying system to trace faculty moves is used in the United Kingdom. The numbers used are unrelated to any other identifier already assigned to faculty members.

CAUT central office would be pleased to have the views of faculty members on the use of personal identifying numbers and to know whether they think this is a priority matter.

**BRANDON  
UNIVERSITY**

Director of  
Library Services

Applications and nominations are invited for the position of Director of Library Services. The successful candidate will be offered a five-year appointment with an option for renewal. Salary and academic rank will be commensurate with experience and qualifications.

Brandon University offers undergraduate degrees in Arts, Science, Education and Music as well as a Master of Science degree.

Applicants or nominees should have an earned doctorate (Master's degree is essential) as well as experience in library administration. Applications (accompanied by the names of three references) and nominations should be sent by April 30, 1981 to:

Dr. H.J. Perkins, President  
Brandon University  
Brandon, Manitoba  
R7A 6A9

# AMNESTY INTERNATIONAL

by William Bryant

## Human rights violations in Mali

In terms of human rights, the recent history of Mali reads as a series of criticism of government policy, arrests, demonstrations, allegations of torture, with some improvement in the form of some releases and the establishment of contacts between government leaders and persons concerned with human rights. Some of these situations involve teachers and students, but much room for change still exists.

Amnesty International has been focussing attention on violations of human rights in Mali for some time. Recent interest began ostensibly with the formation of the Union démocratique du peuple malien (UDPM), the Democratic Union of the Malian People, officially formed in March 1979 as the sole political party. Hopes existed that this party would lead the country back to a civilian government as the country had been under a military regime since a coup in November of 1968. However, following criticism of this party, its policies and its leadership, the government arrested several persons on April 3, 1979. Allegations of torture, were a major concern of Amnesty International (connected with these arrests), and Amnesty has also raised questions about due process of law, but the government gave no response to Amnesty's request to send an observer to trial proceedings held in October 1979.

Unrest among students and teachers also began around the time of the formation of the UDPM. When the independent Union nationale des élèves et étudiants du Mali (UNEEM), the Malian National Union of Pupils and Students, refused to be a part of the youth organization of the newly-formed political party, and they backed up their demands by strikes, the government tried forcibly to conscript hundreds of pupils and students. Further demonstrations led the government to revoke that order for the time and the strikes ended.

New unrest occurred in mid-February 1980, which ended in the arrest of a teacher and a student, who were sentenced *in camera* to prison terms of eight and three months respectively. Further demonstrations occurred and police reaction was reportedly quite brutal. For example, 300 young people were detained following a demonstration that took place in Bamako, and many who were injured in that demonstration were taken to Djikoron military camp and reports indicate that they were stripped and given further beatings. In addition, the government changed tactics and attempted to arrest and ill-treat relatives of the students, including young children under the age of 10.

The culmination of this period of unrest was the announcement by the government on March 21, 1980 of the death in detention of Abdul Karim Camara, the Secretary General of UNEEM, five days after his arrest. Amnesty International issued a press release on March 25, 1980, focussing on Abdul Karim Camara's death, allegations of torture and the situations of other students and teachers facing similar treatment. After such expressions of concern, the government did announce that all the pupils and students detained would be released, but not all the releases were confirmed, and throughout 1980 and also into 1981 arrests of students and teachers have persisted with allegations of torture continuing.

One of the issues is the freedom of expression and fair trial provisions of the International Covenant on Civil and Political Rights, which had been ratified by Mali in July, 1974. In addition, the government apparently uses forced conscription as a form of punishment, and conscripts can be subject to a special regime of hardship. Moreover, the prisons in Mali — especially the Taoudent "Special Re-Education Centre" and Kidal camp — are also extreme temperatures of the Sahara and a severe prison regime. In fact, incarceration in these prisons is a brutal form of punishment in itself, where prisoners are reported to have died from exhaustion, poor nutrition and chronic illness. Finally, the Bamako police headquarters and the Djikoron military camp appear to be places where torture, including beating and the use of electric shocks, occurs regularly.

Even though Amnesty International has brought these matters to the attention of the government, no international humanitarian organization has been given access to these prisons, and while Amnesty representatives did meet with President Moussa Traore in Paris on April 17, 1980 and some releases have occurred as a result of protests and the expressions of public and international concern, the government needs further encouragement on these matters to stop arbitrary arrests, torture and executions as well as to adhere to legal procedure.

Who really cares about Mali and its people? The teachers in Bamako in June, 1980 care as well as the twelve members of the independent teachers' trade union who were arrested in July, 1980. Their concerns, which led to their arrest, were practical: payment for invigilation and correction of examinations, belonging to a union, being critical of government policy. For the expression of their concerns, they have suffered arrest, alleged torture and harsh treatment, often in remote areas of the country, such as Gao, separated from families and profession.

If a teacher in Canada faced the situation of Ibrahim Samba TRAORE, a teacher aged about 40, married with two children, what would be the reaction? He was arrested on September 30, 1980, according to an A.I. Urgent Action Appeal (December 12, 1980), reportedly for having in his possession a paper critical of the government. He was allegedly tortured and he has not been charged or tried although it is feared a trial may occur *in camera* without a defence lawyer, and if found guilty he could face hard labour. Modibo DIAKITE, Victor SY and Tieble DRAME, Mamadou Lamine KANOUTE, plus 20 teachers arrested on November 13, 1980, as well as Cheick KOUMARE, Cheick COULIBALY, PARE, and Aliou SOUNTARA (Urgent Action Appeal, January 29, 1981) face similar situations. What would be the reaction in Canada?

Why do people have to wait until it happens in Canada? Are freedoms taken so much for granted in this country that sensibilities are callous to the concerns of people in such countries as Mali? If so, then people, including teachers, are avoiding their responsibility to seek out information, to ask questions, to act on their concerns for others. In particular, teachers will be avoiding their vocation as teachers. In Mali, for a teacher to ask a question of the government could involve great risk. In fact, the expression of international public opinion, questions coming from the international community, will carry far more weight in Mali, especially in light of the fact that the government of Mali ascribes to such international documents as the International Covenant on Civil and Political Rights.

In closing, one of the major tasks in Canada is to inform people about such matters as violations of human rights in such countries as Mali. Check to see how many Amnesty International publications are in your university and school libraries. Why not?



## SEDIMENTOLOGIST -STRATIGRAPHER

The Department of Geology invites application at the Assistant Professor rank commencing July 1, 1981. The Ph.D. degree is required.

Teaching responsibilities will include undergraduate and graduate courses in the general area of sedimentology and stratigraphy. In addition the appointee is expected to participate in the teaching of introductory level courses and develop an energetic research programme.

Send application and resumé including the names and addresses of three referees to:

Mr. D.E. Ayre  
Secretary of the University  
Lakehead University  
THUNDER BAY, ONTARIO  
P7B 5E1

**Lakehead University**

## British publishers under pressure

Nineteen-eighty has been a difficult year for academic publishers. The Athlone Press, clumsily and messily hived off by London University, looks unlikely to survive. A publisher that has recently diversified into academic books, Scolar Press, despite the success of *Montaigne*, has been put up for sale and its staff made redundant. Medium-sized publishers have been forced to cut back ruthlessly on any lists that have given the faintest hint of being unprofitable, and to trim both their staffs and their ambitions for the future. Even the largest of the academic publishers, the Oxford University Press, has reported a loss, although in this case the strong pound was the main culprit.

The general cause is clear. The austerity of Mrs. Thatcher's Britain is a cold climate for small-scale entrepreneurs with high-minded customers. The particular causes are also obvious. Cuts in public expenditure quickly fed through to academic libraries. Inflation has caused many academic books to break through the £20 barrier, so pricing them effectively beyond the individual purchaser. High interest rates are particularly damaging to small businesses with long cash flows like academic publishers.

The present situation is made more alarming by the fact that new information technologies are looming on the horizon. These will revolutionize book publishing along with habits and styles of acquiring written information that are centuries old. They will go far beyond microfiche and other forms of micro-publishing. Although a fundamental challenge, it is one that publishers could easily meet and happily thrive upon in more buoyant times.

But the danger today is that in their weakened financial state and with inevitably lower morale this will be difficult even for big and medium-sized publishers and impossible altogether for the small publishers that are so honourably represented in academic publishing. Yet it is extremely important that traditional academic publishers should be in the forefront of introducing new technology partly because it may be particularly appropriate to their relatively small-scale market, partly because otherwise they may be pushed aside by publishing concerns with more money but less sensitivity.

Those universities which still maintain

university presses have a particular responsibility at present. The same austerity that is grinding down small academic publishers is simultaneously and in similar ways grinding down the universities. So there is a great danger that in these sad circumstances a university press may be regarded as a peripheral activity. It may find it difficult to protect itself against the rival claims of teaching departments. The fact that the latter have tenured teachers while a press usually has only untenured employees makes it even more vulnerable.

Yet a healthy intellectual economy depends almost as much on diverse and responsible publishing outlets as it does on good teaching and research. In considering the future of their presses universities should remember this. They should also remember that it is precisely when the private sector of academic publishing is finding it most difficult to provide such outlets that they have a particularly heavy responsibility to maintain their number and quality.

An important aspect of steady-state higher education — and one that is largely unanticipated — will be the growing difficulty that academics will face in getting their work published. In the 1960s and 1970s the growth of academic publishing in America and Europe closely followed the increase in resources devoted to higher education. Now that this increase has stopped and may be replaced by an actual decline, the outlook for academic publishing is inevitably less bright.

Yet the reasonable opportunity to be published remains an important component of academic freedom, as important in its own way as tenure and decent pay for academics. Just as any rationalization of what courses should be offered to students and of what research should be undertaken requires the most careful consideration and should not be left to chance, so the inevitable rationalization of opportunities to be published should be an important item on the agenda of change. There is, of course, no easy answer, but that is no excuse for ignoring the question.

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TIMES HIGHER EDUCATION SUP-  
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## Crisis in scholarly publishing

by Helen Baxter

Is there a crisis in Canadian scholarly publishing? What are the problems which are threatening to cripple scholarly communication? How can we create a healthier climate for scholarly publishing in this country?

These are some of the questions which are addressed in *Canadian Scholarly Publishing*, a report issued late last year by the Social Sciences and Humanities Research Council.

In the course of its study of scholarly communication in Canada, the consultative group reporting to the SSHRC conferred with scholars and publishers, conference organizers, research librarians, university presidents. It circulated questionnaires among publishers, editors and others concerned with academic publishing in its various forms.

The group concluded from its study that very serious problems do exist in scholarly publishing, problems which are regarded by some to constitute a crisis for the future of scholarship in this country. The problems, says the report, seem to stem in large part from the effects of rising costs, but also from such contributing factors as conflicts of various sorts between scholars and publishers, pressures in the universities upon scholars to produce, and the failure or inability of the established presses to expand their capacity. This has resulted in "an atmosphere of uncertainty, even apprehension, and among the relatively few, hostility."

While declining the responsibility to advise universities on appointment, tenure and promotion policies (as well as acknowledging the vital importance of publication for scholarship and research), the report's authors do zero in on the "publish or perish" policies of the universities as a contributing factor to the problem.

If we can believe all we are told in this survey, insistence on publication in the universities has led to:

- the creation of unnecessary journals;
- the low (abysmally low, we are told) quality of some manuscripts submitted to journals and publishers;
- unnaturally high editing costs;
- the demand for many forms of parapublishing;
- unnecessary fancy formats which disguise weakness of content;
- even the poor sales of scholarly books: pressure to publish leaves no time to read.

We were incidentally told how much policies hinder good teaching, lead to the neglect of students (and no doubt of spouses), force unpleasant competitiveness, and waste paper. Rarely were we told that the pressures for research and publication have led to lighter teaching loads, better research facilities, and research leaves, although a case might be made along these lines.

We have been forced to concede, reluctantly, that many manuscripts submitted for publication need substantial editing and that many others are abominably written. Clearly some of the manuscripts that need "salvage editing" have been submitted only because of pressure for publication.

In its recommendations, the report urges scholars, universities and publishers to examine their own habits and attitudes and be prepared to change them. It suggests specific problem areas where solutions could be sought: delays of all kinds (in evaluating, in editing, in production or in

obtaining a grant); prejudices about what constitutes appropriate forms of publication; values dominating promotion and tenure policies and practices insofar as they relate to publication; the role and responsibilities of universities in the publication of the results of research.

The report's major recommendations, which are designed to support a variety of methods of scholarly communication, were addressed to the Social Sciences and Humanities Research Council. It recommends that:

□ the Council establish programs to strengthen the infrastructure of scholarly publishing in Canada to include:

- a program of seminars and workshops for scholars and publishers to develop skills and foster greater knowledge of scholarly publishing;

- a program to help defray travel expenses of manuscript acquisition editors so they can visit regions not now frequently visited;

- regular publication and dissemination of annotated lists of new Canadian scholarly works;

- travelling and permanent displays (not for direct purchase) of Canadian scholarly books to appear in university and large public libraries and in bookstores on and near campuses;

- the Council encourage and give counsel as well as moderate financial assistance to groups of scholars in Canada who are interested in exploring possibilities of creating scholars-publishing-for-scholars programs;

- the Council make a limited amount of funds available for subsidizing low cost periodicals to enable ideas in very specialized areas to continue to be generated without using the traditional journal form.

The report makes the following specific recommendations to authors and publishers:

- Authors considering making multiple submissions should check first with those editors to whom they will make submissions about the acceptability of this practice.

- All publishers could increase their use of simultaneous readings to avoid delay in evaluating book manuscripts.

The group also recommends that the SSHRC sponsor experimental projects. The experiments would be allowed to run from three to five years and would involve a manuscript abstracting service as an alternative to the present system of publication and the possible introduction into the system of subsidizing scholarly publishing by competitive tendering and guaranteed loans.

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# The rocky road to scholarly publishing

by Harold Remus

A recent comic strip captures some of the pathos of scholarly publishing today: a buyer in a bookstore is told that the book *The Future of Publishing* is out of print. Scholars mourn out-of-print titles, whether their own or books they want to read or wish their students to read. Scholars are perhaps more concerned, however, about titles not yet in print, namely, the manuscripts to which they have given some of the best (and worst?) years of their lives. With the McGill-Queen's Press recently rescued from extinction, that concern seems especially acute today.

Is there — somewhere, somehow — a promised land of scholarly publishing, flowing with the milk of publishing contracts and the honey of royalties (and the tenure and promotion attendant on publication)? To change the metaphor (and the perspective), is there an Archimedean point from which scholars can perhaps nudge the agencies (and modes) of scholarly publishing into steadier and more favourable orbits?

## State of the art

Viewed from one perspective — number of titles published — scholars have never had it so good. Even given the ready right hand of computer searches, how many can maintain bibliographical control of their field or subfields — let alone master the new literature uncovered in such searches? Journals devoted exclusively to the reviewing of new publications have sprung up like mushrooms in the last two decades. In my field the review journal (of which I am managing editor) assesses about 1,000 titles annually; but a glance at the review sections of other journals in the field show that our journal comes nowhere near to comprehensive coverage.

The increase in the number of titles published is to a large degree a function of the increase in the number of scholars in recent decades. Whatever the reasons — inertia, inability, attention to other priorities — it is still probably true, however, that this mass of literature is produced by a minority of faculty members. Some would say that is a little disguised blessing. Nonetheless, even the best of scholars and the worthiest of manuscripts occasionally founder on the shoals of publishing. The obstacles generally bear the name *Economics*: difficult copy, small print run, limited market, and limited working capital generally underlie the publisher's message that he/she would like to publish the manuscript but finds it not financially feasible to do so. What

courses do publishers steer through the shoals of scholarly publishing that make it possible for them to publish at least some works of scholarship?

General publishers count on bestsellers — fiction, non-fiction, textbooks, and that rare species, the scholarly bestseller — to

carry many of the other books on their lists. University presses have increasingly turned to publishing some books for the general public, in the hope of turning profits that can be applied to publishing more works addressed specifically to scholars.

A variant of the above is the bestseller by

fiat: the publisher decrees, in effect, that certain, indispensable scholarly works will be marketed at prices only (some) libraries can muster, thus producing income that can be used to underwrite publication of books that will not pay their way. All publishers set prices at levels that cover costs (at least). The shock scholars sometimes experience on scanning the prices in publishers' catalogues indicates that those costs can be very high indeed. And the end is not yet: the costs of labour, equipment, paper, photographic film, printing ink have not stopped escalating.

Publishers of scholarly books have become very cost conscious, therefore. Cutting of costs is a routine item on the agenda of the annual sessions of the Association of Canadian University Presses. Less meticulous (less fussy?) copy editing, standardization of book designs, elimination of dust jackets, and publishing from camera-ready typescript are among the economies that have helped university presses stay afloat.

Some university presses survive not only because they are cost conscious but also because they generate income apart from book sales. By providing order fulfillment and sales services for a number of university presses, the University of Toronto Press has not only assisted those presses but is also able to reduce some of the fixed costs of distribution by spreading them across a broader base. The Press turns its printing plant to good account by printing books and journals for other publishers and doing job printing for the University of Toronto; some of the income thus generated goes to finance publication of scholarly books. Modern phototypesetting technology has made it possible even for presses of modest size to own and operate their own typesetting equipment. Wilfrid Laurier University Press has found that setting the type for the books and journals it publishes not only affords better quality control but also cuts costs and provides steady cash flow.

Even the best of intentions and the leanest and most efficient of publishing operations would not survive long in the world of scholarly publication if various institutional sources did not make available publishing subventions. It is hard to imagine scholarly publishing in Canada without the Aid to Scholarly Publications Programme of the Canadian Federation for the Humanities and the Social Sciences Federation of Canada. It is equally hard to imagine much scholarly publishing in Canada without the support of universities committed to scholarly communication and ready to provide university presses with moral and sometimes financial assistance

Tom McDonald

Harold Remus teaches religious studies at Wilfrid Laurier University and is the Director of Wilfrid Laurier University Press.



and to help faculty by providing leaves and grants to assist in publishing projects.

And even then, survival is not predestined. Miscalculation of the entrepreneurial variables noted above can lead to disaster. Or funds may simply not suffice, and like the Muses in Thornton Wilder's *The Skin of Our Teeth*, scholarly publishing may be forced to hover on the edge of the fire, or even forced into the cold, in favour of activities considered more essential. Is there anything scholars themselves can do to stave off such treatment of scholarly publishing?

#### Archimedean points

One way scholars can help themselves — and publishers of scholarly books — is to be more concerned about writing, their own and that of their students. In a previous incarnation as an editor I spent a good part of my days rewriting what scholars had written (and sometimes virtually ghost writing for them) and revising translations they had done. Some publishers are willing to allow their editors to expend their life's blood and salaries in this way, if the author shows promise of developing into an important writer. But not many are, and for those that are such labour adds enormously to their costs. One wonders if Francis Bacon, if compelled to work his way through a batch of student papers, or through some manuscripts submitted to publishers, would still affirm that writing makes an exact man.

I am less sanguine than others that scholars (any more than others) can readily learn to write better or that they can do a good job of editing their own manuscripts. (I find it difficult to do so.) Maybe, just maybe, the remedial writing courses in universities will have some effect down the line. But not unless and until our culture values graceful and exact expression more than it does Madison Avenue and other corruptions. If scholars who do write well would take it upon themselves to pay more attention to their students' writing, especially papers and dissertations prepared by graduate students, they would be helping the cause of scholarly publishing. And if those who do not find writing to be one of their fortes could nonetheless be more conscientious about accuracy and consistency of documentation, that would save publishers untold dollars that could be applied to the publishing of other manuscripts.

Scholars can do publishers and themselves a service by using computer facilities, rather than typewriters, to prepare their manuscripts. Providing such facilities is one way universities underwrite some of the costs of scholarly communication. University computers all have some sort of text programme, and use of such a programme to prepare a typescript has several advantages. One is that personnel are often available to input the copy, which means the author does not have to stand in line to obtain his or her ration of the meager time the departmental secretarial staff has allotted for typing of professors' manuscripts. Inputting time is also faster, and changes are more easily (and quickly) made. Inputting the copy for a manuscript into a computer, rather than typing it (or writing it out longhand), means that revisions are much simpler than they would be using the older methods.

Strangers to computers will find that computer personnel are usually quite happy to train them in the use of a text programme; and if they encounter difficulties, they can ask a student, many of whom prepare their class papers in this way. When it comes to the publishing stage, the disc or tape on which a manuscript is stored can often be used to drive a typesetting machine, thus saving the costs (and errors) of a second keyboarding of the copy.

Some issues in scholarly publishing can be addressed only by groups of scholars. One is the question, What constitutes a "publication"? That question is important at promotion and tenure time. The answer also bears on the nature — and costs — of scholarly publishing. Scholars would doubtless affirm unanimously that refere-

ing is an indispensable ingredient of a publication, whether in a journal or an encyclopedia or as a book. Beyond that, many would probably be apt to define "publication" as "set in type," and printed in hard (usually hardbound) copy.

However, a number of presses today — including long-established publishers of scholarly works — also publish from camera-ready typescript, because it is less expensive, especially in the case of very technical works requiring special type fonts, setting of diacritical marks, equations, and so forth. On-demand publishing of hard copy is also an option now. Some publications today never appear in hard copy but are accessible only on a video screen. Microfiche, a halfway house between reproduction on paper and on a screen, is ideally suited to certain kinds of scholarly material and is now being employed for original publication also in the humanities and social sciences.<sup>1</sup> Tenure and promotion committees have accordingly had to focus on the question of the nature and quality of the refereeing of a publication rather than on its format. If the scholarly community generally were to do that, and publishers would follow suit, the costs of publication of scholarly research could be reduced. More rigor in the refereeing process might also reduce costs by reducing the number of publications.

#### Scholars publishing for scholars

Some learned societies, despairing of scholarly publishing as practiced by established publishers, have turned to publishing the works of their members. Scholars Press, started in the early 1970s by several societies in the field of religious studies, publishes about fifty to sixty volumes annually and thirteen journals. In addition it now has a large microfiche publishing programme, under which one can buy, for example, complete runs of periodicals as well as microfiche readers. The founding societies have now been joined by societies in other fields.

The Press's principles of operation have been simple: the societies' various committees serve as editorial boards that referee and edit manuscripts; most volumes are published from camera-ready typescripts prepared by authors; the titles are advertised in the societies' journals and bulletins and are sold at meetings of the societies; typesetting of journals is done by the Press as is maintenance of membership and subscription rolls; the Press serves as advertising agent for the various journals.

Not only have the books sold well, but the greatly increased volume of publication — which includes books prepared specifically for continuing seminars at annual meetings — reflects the numerical growth of the societies and, together with reorganization of the annual meetings of the societies, has furthered scholarly communication and stimulated research within the societies.

In Canada the Canadian Corporation for Studies in Religion (CCSR) has served as a publishing vehicle for the various societies in religious studies. Through Wilfrid Laurier University Press the CCSR, with annual grants from the SSHRC, publishes a quarterly journal and, with subventions from the Canadian Federation for the Humanities, has published ten titles, with more in the offing. For the most part these have been from camera-ready typescript.

About five years ago representatives of a number of learned societies were convened by the HRC/SSRC to consider the possibilities of publication by a consortium of societies. The optimism regarding such a consortium, voiced by Norman Wagner in an article in *Scholarly Publishing* (January 1976, can now be seen to have been premature; more study was deemed necessary, and the report of the four-year study which appeared in December 1980, makes no mention of the proposed consortium. In the meantime academics at universities without a system of publication grants might urge their schools to establish such a system (with appropriate refereeing) as one

way of furthering scholarly publishing among more universities.

Maybe it is true, as the Director Emeritus of the University of California Press once said, that "The rot, like death, will get us in time." But, he added, "our human and temporary salvation lies in holding out as long as possible."<sup>2</sup> Scholars can help to sustain the vital signs.

1. See Ian Montagnes, "Microfiche and the Scholarly Publisher," *Scholarly Publishing* 7:1 (1975), 63-84.

2. August Fruge, "Editing Production and Survival — Progress and Anti-Progress," *Scholarly Publishing* 7:1 (1975), 34.



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## Quadrant Editions: a bold venture in scholarly publishing

by Gary Geddes

Early in 1980, in response to deteriorating conditions in the literary publishing industry in Canada, I decided to start a new press, Quadrant Editions, to see if publishing could be done successfully on a subscription basis. I secured a number of excellent manuscripts and began the long haul of soliciting subscribers. Over the next twelve months, with the help of students, family, and friends, I sent out almost ten thousand letters asking individuals and libraries to subscribe and to send along names of other interested parties.

The sheer folly of the undertaking must have appealed to the gambling instinct of readers and the curiosity of the media, because subscriptions and names started to arrive daily, along with phone calls and interviews that led to articles in every major paper in Canada. By the first week in October we sent our first four titles out to over 600 subscribers and 50 magazines and newspapers. As it turned out, the books were not only very fine in quality, but also beautifully designed, so reviews and response from readers were extremely encouraging. We needed that moral support, too, since printing costs, advertising, and a partial salary all indicated that our early goal of 500 subscribers was naively low.

Now we are making our second leap of faith, this time with some government

assistance as a partial safety net, and confident that renewals and new subscriptions will allow us to publish another seven titles still for the low price of \$32.00 (\$30.00 for the books and \$2.00 for shipping and handling). Several very fine artists, including Roly Fenwick, Hugh Mackenzie, and Jan Funnekotter, have donated their images for our book covers; friends and colleagues are helping out with the editing of manuscripts; but the success of a venture of this sort is only possible if the cooperative element extends to readers who will subscribe and talk about Quadrant to their friends.

Our next titles are: *Dead Ends*, a first novel by Keith Harrison; *The Cloned Mammoth*, a first book of poems by Martin Reyto; *Matinee Daily*, stories about city life edited by Terry Byrnes; *Taking It To The Letter*, selected correspondence from George Woodcock to Canadian authors; *Quantril*, a first novel by William Goede; *A Sad Device*, a new book of poems by Roo Borson; *The Porrible Webb*, a gathering of essays, reviews, poems, and talks by Phyllis Webb.

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# Understanding Censorship

*Censorship does not guard moral standards, nor does it protect us from degradation*

by Robert Harlow

It's not difficult — outside of Ontario, at least — for Canadians of any age to contrive to see a movie where a variety of simulated sex acts occur between consenting adults, consenting teenagers and, in the case of *The Tin Drum*, between an adult and a child. In print media, the newsstands sell magazines with pictures of nude males and females, separately and together, coupled and uncoupled. Stores sell books that detail sexual encounters which may or may not be probable — or even possible — in real life. Words which could not untangentially be printed in family newspapers and magazines, and subjects at one time forbidden in them, are now considered a part of Canadian journalism. Gays have their journals. They also have organizations, just as plumbers and accountants do. Ideas that the middle-class consumer, taxpayer, voter and arbiter of public manners and morals once considered heretical are now allowed a presence in print and in society, and they are tolerated if not embraced.

In short, the ambience of Canadian civilization in the 1980's is mellowier than any we've experienced during the rest of our history. We appear to be moving toward rationality, and the future looks good.

But there has been a trade-off, as there always is in the area of public morals. In return for allowing some freedom and choice in the marketplace we are expected to censor ourselves in other areas. If we don't we can expect sudden changes of regulation, new codes and — most important of all now when public money supports so much of our cultural activity — budget cuts are always possible.

If this demand were all there were to it, many more of us would rebel against it. But self-censorship is not thought of as an insult to our mature sensibilities; rather, it is a way of protecting our children from degradation. We are all concerned parents — or we can identify with their worries if we have no children — and the appeal is strong. Children must be shielded, temptation must be removed. Even if we don't read, we watch TV, and newscasts tell us that children are raped, they are used to manufacture pornography, they are mutilated. They are stolen and murdered. As ambitious parents, we hear about them becoming addicts, prostitutes, liars, cheats, studies in moral turpitude, *failures* — and they've got our names attached to them! Children are a large investment in time and trouble; God help those who want to lower the value of that effort.

There is a very real and human side to the situation too. We look across the room at ringleted heads bent over innocent tasks — dressing a doll, building a Lego toy — and we think of the perfection of that miracle we have wrought — the only real miracle we're allowed in this life — and we become fierce and angry, truly upset, because we feel powerless to stop the decay of that innocence and potential once she and he have to go fend for themselves in the wilderness beyond the nests we've built in which to nurture them.

We reach out and tell them that to be safe from harm they must do what we tell them, watch TV that we choose, read only books and magazines that we select, and we encourage teachers at school to concentrate on Learning Materials only, which contain the rules for success and no possibility of

subversive ideas at all. The mind can become twisted, the spirit deadened and the body a den of appetites. There is nothing we aren't anxious about, and there is no fear and warning we won't give a child for its own good. It's tough on them, but that's the way it has to be.

Ten per cent of our children don't make it. They become wreckage. The rest are twisted in small or large ways and manage to stand erect in society only by contorting

life. They are not at birth rigid, hidebound, tribal, fearful, manipulative, sexist, racist, violent. But if that's part of what there is to learn in the nest built to nurture them, then that is what they will ingest.

We're not insane. We don't consciously teach our children hurtful, negative things. The thought of it is anathema. But we see them slipping away from us into their own awareness, out of control, to school, to their own friends, their own sub-culture

decay. When this sort of behaviour goes too far it becomes a blind force. A fearful engine. And in time when the middle classes feel their control going absolutely, the voice it raises is a powerful one.

It isn't at all odd, then, that librarians don't shelve certain books (they are unsuitable) and don't buy others (for budget reasons), that school teachers and boards of education lean on experts (who are not less distressed than you or I) to say what is best for our children to learn; nor is it odd that single-issue pressure groups are given undue attention and power, that elected politicians live in fear of these issues coming to the surface. And all of us — or nearly all of us — nod our heads and agree that because we have laws that can be easily circumvented, then we should tolerate censorship and voluntarily deny access to some forms of knowledge, and by *ad hoc* methods prevent freedom of choice — and therefore wall off the possibility of personal truth. And we agree not to call it censorship, even though denying knowledge and preventing choice is the essence of it.

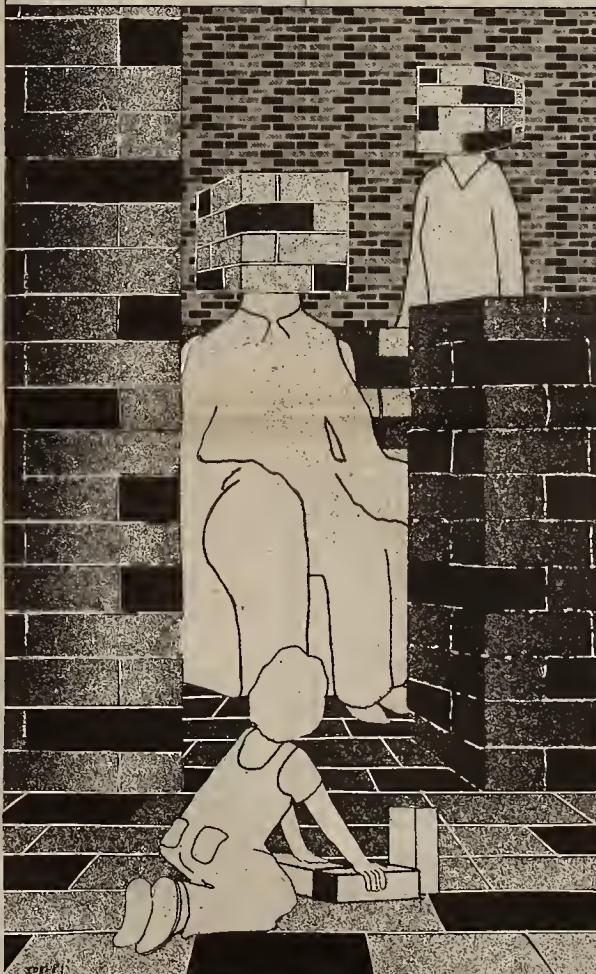
Censorship does not guard moral standards, nor does it protect us from degradation. In fact, censorship does the opposite: it ensures that perpetuation of behaviour based on patterns of distress, and it denies the possibility of truth rooted in the knowledge of what its enemies really are. And we would find that obscenity and pornography are not among them if we could gather the courage to see them clearly and understand them well.

It's certain that our fears about our bodies, about sex, and about ideas that might upset a *status quo* we've been taught to believe is a raft adrift in chaos, have been handed down to us from generation to generation. We didn't come equipped with them at birth. The moral stances taken by society to protect those fears (as if they were a valuable asset), to give them fealty and therefore power and perhaps even immortality are relatively new. Even the words pornography and obscenity are recently coined. Obscenity has been used since Shakespeare's time to mean filthy, disgusting, indecent. Pornography didn't enter the language until about 1850, and even then it was used only to describe writing about prostitutes and their patrons.

Both words attached themselves to specific concerns of the middle class as it came to power. These concerns were translated into law in most western jurisdictions, and prosecutions occurred regularly.

We can blame obscenity and pornography trials, and censorship itself, on the people of that age we call Victorian, but we should remember that their concerns were positive ones. Life after the Industrial Revolution was supposed to get better and better every day in every way. But it didn't. There was immense poverty and degradation, and those who were now affluent and beginning to govern could not be expected to blame the economics of the social and religious contracts of the time — each of which was supported as natural, even divine, by society, church and state.

The answer, then, had to be that poverty and degradation was the result of sin. And sin was a corruption of the mind and spirit by the lusts of the body. It was thought that banning sin was the cure; censorship was the answer — and it has been accepted as a way of protecting us from weakness and temptation ever since. That it hasn't worked, nor is it likely to, appears, even in 1981, not to have occurred to some of us, and the rest of us have been afraid to contemplate what we must do if we are to be rid of it in all of its forms.



Tom McDonald

themselves around hurts and fears and feelings of hopelessness and powerlessness that have been inflicted in the name of goodness and honour and justice and truth and ambition and safety. And that is a shame, because our children are geniuses when they are born — there is no way they could be anything else and still be able to learn what they do in the first half-dozen years of their

where changes for the worse might take place. It's hard not to begin simply shouting at the world to be a better place, and some of us lash out, attend meetings to ban books we haven't read, support groups that are anti-almost anything for unthinking reasons, join pseudo-Christian cults looking for what? help, mostly, and a release from the pain of seeing the miracle

Robert Harlow is a novelist and former head of the Creative Writing Department at UBC. His best known book is *SCANN*.



But before a way is suggested that might in time lead to a cure, it might be valuable to list the main arguments against any censorship. To have no censorship is important, because a little censorship is like being a little dishonest: neither should be contemplated. In any case, in order to deal with the presence of a disease, it is often encouraging to list the benefits of its absence.

The abolition of censorship would ensure us our most valuable freedom and our prime responsibility as people, young or old, which is to *know*, to *understand* and to *choose*. Only under a condition of no censorship is it possible for the general rule of law in a democracy to work as it is designed to. One must be free to obey the law and, most importantly, to change it when conditions call for it. To be denied — at whatever level of experience — the other side of any issue, idea or view is to be denied the possibility of fully rational behaviour and change — and both of these are basic natural modes in living organisms.

We cannot censor opinion, idea or experience if we want to know the truth; even if an experienced idea or opinion is false we cannot do without it if we are to fully understand and appreciate what is true (there is no up without down, no beauty without ugliness, etc.); opinions, ideas and experience which are partly false and partly true are necessary to the discovery of the full truth: absolute freedom of expression is therefore a necessary condition for discovering the truth about the world we live in. (Crying "fire!" in a crowded theatre is, of course, a crime with victims and not part of freedom of expression.)

Censorship does not work, because making opinion or idea or experience illegal creates crimes without victims — an attempt to legislate against possibly hurting someone — and we then concentrate on the elimination of modes of expression and experience, which cannot be eradicated and this leads to more laws, questionable police powers and a reduction of civil liberties. The benefit of having no censorship on which to base laws is obvious.

Censorship is a negative reaction to experience, ideas and opinions, and it must be supported by expressions of hatred and disgust, which foster aversion not only to

others and their ideas and experience, but to ourselves: it leads to garrison mentalities, righteousness, extreme reactions, often violence and, worse, it leads to thinking that true belief and true behaviour are absolutes revealed through the words or actions of a mentor, whether it be the Christian or other God, or an all-wise guru. To be without hate for others and without aversion to ourselves and our instincts — even to be set upon that road — would not be simply a benefit, it would be a great relief.

Two specific areas of censorship should perhaps be dealt with separately, because they alarm most of us absolutely: hate literature, and the use of children as participants in sexual displays.

In her fine essay on censorship, Elizabeth Woods of the Freedom of Expression Committee says of hate literature: "It seems impossible that society could benefit from allowing groups of people such as Jews, homosexuals or Indians to be verbally attacked and denigrated — but there are benefits from allowing such writing to be published. One benefit is that the open existence of hate literature would force us to acknowledge the conditions that give rise to it — primarily ignorance, poverty and fear — and to do something about them, whereas suppressing hate literature gives us the comforting illusion that we are doing something about the problem when we are not; we are dealing with the symptom rather than with the illness itself." One should add, I think, that when someone who is the object of hate becomes a victim through a violent act, then the penalty should be stiff.

Similarly, when there are victims of sexual assault, the punishment should fit the crime. But speaking about pornography and the child, Woods points out that "no laws... can completely eradicate this abuse (but it can be minimized) by requiring distributors to know the makers of the pornography before they can sell it..." If a child under 16 were involved then the pornography itself could be used as evidence against the maker in court.

To contemplate the absence of censorship is not easy. Because we have it, and because we consent to self-censorship too,

we have, as Woods says, "the feeling that we are doing something about the problem when we are not."

The world now appears to be more of a threat than it ever has, and the Communications Revolution is a large part of the problem. Not very long ago there was very little communication beyond the village. That made morality a local thing and it helped foster fears, superstitions, maniacal religions and acute xenophobia. Now, the present plethora of communications between most groups on earth is causing insecurity and even panic among otherwise logically-organized and reasonably situated people. The revolution is driving people to 20th century forms of medieval irrationality.

We feel we are being inundated by ideas, opinions and experiences that are threats to what we have and need and cherish. Television, film, and print are now allowed to bring a world into our lives that appears largely material, cynical, often violent and always manipulative. It also demands we confront temptation and make moral choices. Nothing, it appears, is hidden, nothing is simply *not* acknowledged. The soft underbelly lies exposed. We not only fear it, we know that it can't help but be the example, the role-model for society, and soon the whole world is going to become a Hogarthian nightmare. To contemplate no censorship will appear to many of us to be a bad joke. The despairing might ask, "What've we got now?"

What we've got is a kind of chaos where there is flux without change, and sleaze magnates and liberal thinkers find themselves on what appears to be the same side of the argument; and ordinary frightened people are trying to find allies among dubious political and religious organizations. And, as usual, the centre will not hold. We will soon come apart and something that we hope will be new, but which will be just the same old monster, will be born again.

But a positive and natural movement toward rational action has been going on for some time, and if it were given leadership it could successfully help steer us away from closing down avenues of thought, opinion and experience. Our power to com-

municate world-wide has brought with it the feeling that we are changing uncontrollably, but the best answer may be to fight that fire with some of its own, by using communication where it counts most — in schools and universities — to ask our young and encourage our elders to study the nature and reality of the things we would now censor. Properly and openly handled, censorship and the *felt need* for it would be dead in Canada by the turn of the century.

A course, in universities to begin with, for credit, and designed to be taken when the student feels ready for it, which would bring out into the open through film and print those ideas, opinions and experiences that are now suppressed for fear they will harm us, appears to be a rational beginning. The course need not be a long or heavy one: pornography is soon to be found boring, hate literature is soon analysed, and an introduction to apocalyptic ideas and their backgrounds and aims might even be comic in the end. The experience of these forms would do much to satisfy the curiosity and alleviate some of the fears of run-of-the-mill students, and it would offer astute instructors a chance to discover extra-distressed people who could be recommended for professional assistance.

The issues of censorship and the repression of ideas, opinions and experience are outposts of much darker territory. They have to be examined in order to render them inactive so we can go beyond them, and the best way to do that is to analyse their works. Their power at the moment is vested in secrecy, illegitimacy and taboo. The young are perfectly capable of dealing with them, of staring down the enemies of freedom of access to knowledge and to responsible choices. They should be given a chance to do it in a setting where objectivity and sensitivity can be assured.

A good wish for the '80's is this: that universities will approach this subject as a legitimate concern of our society, and therefore as a legitimate concern of educators whose job has always been enlightenment. To encourage the process by which censorship may cease can only enhance the cause of rational living and behaviour.



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Health Sciences Centre, GC 413  
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Contact:

L. F. Shepel, Ph.D.,  
Chief Psychologist,  
Division of Psychology  
University Hospital  
Saskatoon, Sask.  
S7N 0X0



# \$1.5 billion – here today, gone tomorrow?

by Richard Bellaire

Canada's universities and colleges may find themselves in a billion dollar squeeze that could radically alter this country's educational system.

In a little over a year, Canada may have a new system of federal transfers to the provinces for several of the major shared-cost programmes including post-secondary education. What changes occur and how they affect the amounts of money transferred will obviously have a great impact on the actual operating revenue of Canadian universities.

Education is a provincial responsibility set out by the British North American Act of 1867. At that time, education meant elementary or possibly high school. College was a private matter confined to a very small number of institutions and students.

This situation continued until the second world war. The war had two major effects on universities. One, it ushered in the era of federal domination of taxation and expenditures and of major federal transfers to the provinces. Second, it brought about an increase in college entrance by returning service people. The baby boom of the late forties also yielded large numbers of incoming freshmen in the middle and late sixties.

The financial problems of the universities had been aggravated by the Depression and the war. Endowment income dropped and tuitions rose to 40 or 50% of the actual cost.

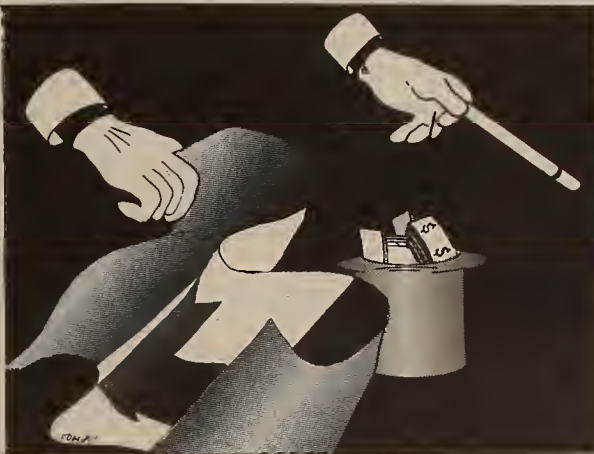
The returning service people forced the federal government to act. After lobbying by the university presidents, the federal government initiated a system of \$150 per capita grants to each discharged man and woman at a Canadian university which cost at its peak in 1946-47 \$37,000,000.

## Grants to universities

The veterans' programme ended in 1951 and was replaced with grants to the universities in the form of 50¢ per capita of provincial population (total cost \$7.1 million). All the provinces accepted the federal funds except the Duplessis government in Quebec on the principle that education was a provincial responsibility. This problem continued until 1960 when the Diefenbaker government conceded some room in the corporate tax field for those provinces opting to pay additional grants to their universities at the then prevailing federal rate of \$1.50 per citizen. Quebec accepted this option.

After the war, the national and provincial governments instituted a series of five year plans which set out their relationship on taxation and transfers. By 1957, the concept of equalization was included in the transfers.

By the mid-sixties, the amounts of money flowing from the federal government to the provinces was in the billions. In addition to the equalization transfers, there were a series of shared-cost programmes (hospital care in the late 1950's, Medicare in the late 1960's, Canada Assistance Plan and others). In their five year re-negotiations of the arrangements in 1967, the Pearson government ended its grants to the universities and set up a program under which the federal government would pay 50% of the operating costs of post-secondary education.



Tom McDonald

It is important to note that post-secondary education now included community colleges (CEGEPs in Quebec) and in some provinces the last year of secondary education (i.e. grade 13 in Ontario). Under the program the provinces had to submit audited returns for acceptable expenses — acceptable under the regulations of the program. The federal expenditures were noted directly to the actual costs of post-secondary education although the actual spending decisions rested with the provinces and the universities. The money was transferred in the form of tax points on personal income tax and cash to bring the total to 50% of the costs.

The costs of the programme to the federal government escalated rapidly in the late '60's and early '70's, the total transfers were slightly over \$1 billion and by 1976-77 over \$1.7 billion. The federal government soon realized that the program had a major problem of uncontrollable rising of costs and in 1972-73 put a cap on the costs. Now the total transfers could not increase by more than 15% in any one year. Individual provinces could still rise above the 15% limit but only if other provinces were below the 15% to bring the total below the limit. The actual situation was that most provinces tended to spend up to the limit.

The shared-cost programmes now included such highly expensive items as Medicare, Hospitalization and equalization. Equalization kept being expanded by adding more and more sources of revenue to be equalized and by the late '70's the number of sources reached 29, resulting in huge drains on the federal funds.

Mention must also be made of the reform of the personal income tax system in 1972 because in nine of the provinces the provincial personal income tax was just a fixed percentage of the federal tax. To get the provinces to accept the reforms, the federal government established a Revenue Guarantee Programme to ensure that the money collected under the new tax system would equal what would have been collected under the old system. By 1977, due to some miscalculations by the federal govern-

ment, this programme was costing nearly a billion dollars a year.

This was the situation in the middle of the '70's: large shared cost programmes, equalization revenue guarantees, and complaints by the provinces about the federal government's involvement and control of their spending priorities. The federal government wanted to save money or at least gain better control over the increasing costs of these programmes. They also wanted to give the provinces more flexibility over expenditures in line with the Prime Minister's constitutional views.

The result was the Established Programme Financing Act (EPF) of 1977, which is the current system in operation in Canada. The main difference between this system and the previous ones is that the current system does not require the federal government to know how much each province is really spending for each of the three programmes (Medicare, Hospital Care and Post-secondary education) since the money and tax room turned over to the provinces is not strictly tied to shared-cost. The accompanying table gives the sums involved for total transfer for post-secondary education.

## The problem with EPF

To understand what has happened in the four years since the act came into force is to understand the desire of the federal government to change the current arrangements and the worry the universities and faculty have about any change being made.

The EPF Act was passed to give the provinces more freedom in allocating funds. The difficulty is that the federal government wanted to give the provinces freedom but was concerned about the maintenance of national standards for the shared-cost programmes. Hospitalization and Medicare were specifically required to keep certain standards in return for the continuation of the federal transfers. Post-secondary education did not fall into this category and the federal government's position on standards in higher education was vague.

More importantly, there is no direct rela-

tionship between the money received by the provinces for post-secondary education as part of EPF and the actual money given by those provinces to the universities and colleges. The federal government and the provincial governments have a different view of that 3 billion dollars for post-secondary education. To the provinces, the money is received, put into their general revenue fund, and spent by them in whatever way they decide. The federal government, in their data, regards this money as being for post-secondary education. When they compare what the provinces actually spend for post-secondary education with what they consider to be their federal transfers for that purpose, they come up with figures of what is then the provincial contribution to post-secondary education. The federal calculations assume that 31% of the total transfers under EPF go toward post-secondary education, about 50% for hospitalization and the rest for Medicare.

## The bottom line

The bottom line of the federal government calculations is that they are accounting for more and more of the expenditures on post-secondary education. In fact, for three provinces — Newfoundland, New Brunswick and Prince Edward Island — the federal figures show them transferring more money for post-secondary education than was spent by the provinces. To the federal mind, it means that in these provinces they are paying 100% or more of the costs of higher education rather than the 50% under the old act, and the provinces are in fact making money from their universities and community colleges. In the other provinces, the federal transfers (according to federal figures) are anywhere from 60 to 90% of the total. Only in Quebec is the split near 50-50, and that is due to a change in the handling of grade 11 costs.

We have, then, this difference of opinion. The provinces see nothing wrong in what they are doing: the federal transfers are theirs to do with as they wish. That was why the new system was established. The federal government, however, sees the provinces putting less and less of their own money towards post-secondary education. The universities see themselves at the end of the line and being pushed to the wall because, in their view, the operating revenues from the provinces are inadequate.

The federal government wants to change the current arrangement for EPF, particularly with regards to post-secondary education, but the 1977 act is vague on the timing of re-negotiations. Although the act states that the federal government has to give three years notice for ending the cash transfers, it is not clear whether this notice extends past March 31, 1982 (five years after the act came into force). The federal view is that it can re-negotiate the act beginning in 1981 for adoption for April 1, 1982. Adding to the complexity is the fact that the equalization formula, which forms part of the calculations, has to be re-negotiated for 1982 by law.

It does not take much political acumen to realize that if the federal government cuts back the transfers for post-secondary education, the provinces would likely pass that decrease on to the universities in the form of lower operating revenues (even though the reverse has not been the practice).

Richard Bellaire is a Professional Officer with the CAUT.



The changes could range from minor adjustments up to the total elimination of the act. A point to note is that given the political popularity of medicare and hospitalization and the support they enjoy in cabinet, it is likely that the federal government will remain involved in this area. That leaves post-secondary education and its \$3 billion in cash and tax point transfers.

The boldest stroke would be for the federal government to eliminate the cash transfer portion (\$1.6 billion in 1980-81) by accepting the argument of some provinces, particularly Quebec, that education is a provincial responsibility. There would be no compensatory transfer of tax points. Since the federal government appears to want to save money and to balance its accounts, there would be strong pressure to

decrease the total amounts of monies going to higher education in whatever form.

For the universities, the real question would be whether the provinces would decrease their own support for universities to offset any decrease in federal transfers. For Alberta this would not be a problem. For the poorer provinces, the federal government might introduce programmes of special aid. But provinces neither very rich nor very poor could be the ones most hurt, and in particular the response from Ontario would be important.

In an interview on the CBC programme "The House" November 8, 1980, the Minister of Health and Welfare, Monique Bégin, stated:

"Under the EPF agreement, which is only one of the various transfer payments to the provinces, EPF covers medicare and

health — we wouldn't touch these two programmes because they are targeted. But the third component, which is being reviewed right now, is called post-secondary education. That element is called a social transfer, but really is education. It does not provide for re-distribution according to the poverty of a particular region in the country. So that means that universities in the richest parts of the country get exactly as much as the poor universities, say of the Atlantic provinces. This is a candidate for saving which will be re-channelled differently."

Also, the Minister of Finance in his most recent budget talked of 'savings' in the area of federal transfers.

The federal public service is gathering the data to build a case that the provinces have given less and less of their own money in

support of higher education. The only groups left out of the bargaining are the universities and the community colleges. The CAUT met the Council of Ministers of Education in December to discuss the problem and to urge the gravity of the situation on them. The CAUT Board is reviewing CAUT policy in this area which was developed for previous renegotiations. Meanwhile CAUT is taking the view that the universities must be involved in the renegotiations and that any changes must develop the money to maintain the system. The AUCC has set up a committee of presidents headed by Dr. Lloyd Barber of Regina to develop its reaction to the federal plans.



# UNIVERSITE DE MONCTON

L'Université sollicite des candidatures de

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- an
- Démographie
- Education musicale
- Guitar classique
- Informatique
- Management et marketing
- Science politique
- Sciences infirmières
- Associé de recherche

### DEMOGRAPHIE

Fonctions: Enseignement et la recherche dans le domaine de la démographie.

Qualifications: La préférence sera accordée aux candidats étant en possession d'un doctorat en démographie. La candidature des détenteurs d'une maîtrise en démographie avec une expérience pertinente sera toutefois considérée.

Communiquer avec: Monsieur Léandre Desjardins  
Doyen  
Faculté des sciences sociales

### EDUCATION MUSICALE

Fonctions: Enseigner les méthodes élémentaires et secondaires dans la langue française. Coordination des stages au Département. Maintenir une liaison avec les écoles publiques. Enseigner instrument principal (dans la famille des cordes).

Qualifications: Doctorat ou maîtrise en éducation musicale. Expérience dans l'enseignement aux niveaux élémentaires et secondaires. Avoir pour instrument principal, le violon ou un autre instrument dans la famille des cordes.

Communiquer avec: Monsieur Donald Desroches, directeur  
Département de musique  
Faculté des arts

### GUITARE CLASSIQUE

Fonctions: Enseigner leçons privées au 1er cycle. Cours de guitare.

Qualifications: Maîtrise en interprétation; expérience universitaire et professionnelle. Vaste connaissance des divers répertoires et des études universitaires.

Communiquer avec: Monsieur Donald Desroches, directeur  
Département de musique  
Faculté des arts

### INFORMATIQUE (2 postes)

Fonctions: Le Département de mathématiques et de physique offre un nouveau programme spécialisé de 1er cycle en informatique. En plus de l'enseignement, le candidat choisi sera appelé à participer au développement du secteur informatique et à collaborer à la formation d'un groupe de recherches en informatique.

Qualifications: Doctorat ou formation équivalente; intérêt pour la recherche.

Salaire: Selon les qualifications et l'expérience.  
Communiquer avec: Monsieur Thomas G. Richard, directeur  
Département de mathématiques et de physique  
Faculté des sciences et de génie

### MANAGEMENT & MARKETING (4 postes)

Fonctions: Enseignement aux niveaux 1er & 2e cycles universitaires et recherche.

Qualifications: Ph.D. ou l'équivalent avec spécialisation en marketing ou en management. On considérera les candidatures détenant la scolarité du doctorat ainsi que la maîtrise avec expérience dans le secteur privé ou universitaire.

Durée de l'emploi:

Un des postes de professeur en marketing offre la possibilité d'accéder à la permanence d'emploi. Les autres postes en marketing et management sont pour une durée d'un an.

Communiquer avec:

Monsieur Norman Roy, doyen  
Faculté d'administration

### SCIENCE POLITIQUE (2 postes)

Fonctions: Poste A — Champs de spécialisation principal: administration publique. (Durée d'un an)

Poste B — Champs de spécialisation: analyse des politiques et relations internationales. Possibilité d'une deuxième année pour ce poste selon l'attribution des charges et congés pour l'année 1982-83.

Qualifications: Ph.D. ou l'équivalent.  
Communiquer avec: Monsieur Léandre Desjardins  
Doyen  
Faculté des sciences sociales

### SCIENCES INFIRMIERES (4 postes à temps plein)

Fonctions: Enseignement et supervision clinique dans les secteurs santé communautaire, médecine et chirurgie, et psychiatrie.

(4 postes à temps partiel) à l'été 1981  
— 2 postes en psychiatrie  
— 2 postes en médecine et chirurgie  
(2 postes de huit mois)  
— 1 poste en psychiatrie  
— 1 poste en médecine et chirurgie

Qualifications: Maîtrise en sciences infirmières. Les candidatures possédant une expérience d'enseignement universitaire ou une expérience pratique seront préférées.

Communiquer avec: La Directrice  
Ecole des sciences infirmières

### ASSOCIE DE RECHERCHE (ou boursier post-doctoral)

Fonctions: Etude analytique, expérimentale et innovative dans le domaine des structures pneumatiques.

Qualifications: Grande connaissance de la mécanique des structures et/ou de l'aérodynamique.

Durée de l'emploi: Pour une période de un à trois ans, selon les fonds disponibles.

Entrée en fonction: Immédiatement.  
Communiquer avec: Monsieur N.K. Srivastava, professeur  
Génie civil  
Faculté des sciences et de génie

La date d'entrée en fonction est le 1er juillet 1981 (à moins d'indication contraire). Les candidatures pourront être considérées dès leur réception. Les candidats doivent maîtriser la langue française, tant orale qu'écrite. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois répondants et être transmise au soin de la personne indiquée ci-dessous à l'adresse suivante:

Université de Moncton  
Moncton, Nouveau-Brunswick  
ETA 3E9



## EPF Update

The Bulletin conducted the following interview with CAUT Executive Secretary Donald C. Savage.

**Q.** What is Established Programs Financing Legislation and what relationship does it have with the funding of universities?

**A.** EPF covers the transfer of billions of dollars from the federal government to the provinces for medicare, hospital insurance and post-secondary education. The involvement of the Liberal Party in the legislation goes back to the days of Louis St. Laurent and Lester Pearson when the Liberals desired both equal access to health care and post-secondary education and reasonably equal services to regions across the country. At present, the post-secondary education segment amounts to approximately \$1.5 billion. There is a similar sum in tax transfers to the provinces.

**Q.** Is the federal government really serious about the possible cuts or is this just a negotiating tactic?

**A.** It's impossible to give a definitive answer. All the evidence suggests that the Department of Finance wishes to save large sums of money on social transfers to the provinces in order to help balance the budget. This has been indicated publicly by the President of the Treasury Board and the Minister of Finance in his budget speech. The government is only concerned with cuts in EPF for universities and not with restructuring the system. The situation is serious enough that proposals for massive cuts have reached the priorities and planning committee of cabinet and will have presumably reached full cabinet by the time your readers receive this issue.

**Q.** Is the federal government justified in their argument that the provinces have not been pulling their weight in the funding of post-secondary education?

**A.** Yes, in part. The formula which governs EPF allows most of the provinces to run down their contributions and use increased contributions from the federal government. However, the discussion the federal government wishes to provoke is not a tinkering with the present system to redress what might be perceived as inequities but rather a dramatic cost cutting exercise at the expense of the universities.

**Q.** What actions has the CAUT taken by way of influencing the federal government and what can be done to influence the provincial governments?

**A.** First, the CAUT is working closely with other segments of the university community represented by the Association of Universities and Colleges of Canada and the National Union of Students to ensure a common front. Secondly, the CAUT and the AUCC addressed the Prime Minister early in January strongly recommending a public inquiry into university funding before any significant changes are made. In the area of medicare, the Liberals have twice called on Mr. Justice Hall to inquire into the functioning of medicare before implementing or substantially changing the program. We believe the same sort of inquiry is needed in this area and should be conducted jointly by the federal and provincial governments. Thirdly, we have interviewed many members of the parliamentary press gallery to acquaint them with the issue. This has resulted in extensive press coverage across the country. Fourth, the CAUT is currently lobbying the ministers and selected M.P.'s including members of the opposition parties who have been asking questions in the House of Commons. Fifth, the CAUT and the Institute of Public Policy Analysis at the University of Toronto are holding a conference in Toronto on March 3. Sixth, the CAUT has supplied local faculty associations across the country with data and urged them to write their M.P.'s and to ensure public discussion of the issues in the constituencies in which they live.

**Q.** Has the government responded to the pressure from the CAUT, AUCC and NUS?

**A.** Yes. The whole process has slowed down as more ministers understand the implications for the universities in their provinces. As a consequence the government has established a parliamentary committee. We expect this committee to be given the detailed options studied by the government. If this is done, it will be an interesting inquiry. But a slowdown is only a minor victory. Continued pressure is needed to ensure that the budget is not balanced on the back of the universities.

**Q.** What actions should be taken by the provincial and local associations of the CAUT?

**A.** We hope that all local associations will ensure that their M.P.'s understand the importance of the issues to the local university communities. We would like to see as much public local discussion of the issues and their ramifications as possible. For instance, at the end of January, the students, support staff and faculty at the University of Regina held a very successful all day teach-in on funding issues, part of which was directed toward EPF. The teach-in drew large crowds all day and received extensive coverage in the local media.

**Q.** If the cuts do occur, will the provinces pick up the difference and continue to fund the universities at a similar rate?

**A.** For some of the provinces that is clearly impossible, particularly Atlantic Canada and Manitoba. In Ontario, Quebec, Saskatchewan and B.C., the cuts without any tax transfers will clearly cause serious budgetary difficulties. For example, the cost to Ontario would be \$600 million and it is difficult to see where the Ontario treasury

could find that amount of money in its current budget.

**Q.** Does the federal government's position on EPF contradict their policy on research and development as stated by the Minister of State for Science and Technology John Roberts in his recent statement on science policy?

**A.** No question about that. Mr. Robert's ministry expects the universities to play a significant role in the research and development effort in the 1980's. Clearly, it is inconsistent to propose this on the one hand and then pull the rug out financially from underneath the universities. It seems to me an obvious example of the right hand not knowing what the left hand is doing. Actually, the universities play two roles here — first in training the scientists, engineers and business administrators who will become involved in the R and D effort and in satisfying Canada's ever-increasing manpower requirements if we are to reach the Liberal Party's goal of 1.5% of GNP spent on R and D; second, in doing basic and applied research themselves.

**Q.** Is the CAUT opposed to changes in the delivery system for the funding of universities? And what kinds of changes are possible?

**A.** The CAUT is prepared to consider on their merits any proposals from the federal government and the provinces for other delivery systems. There is no doubt there is a deep-seated feeling both among the ministers and the rank and file of the Liberal Party that neither the federal government nor the Liberal Party gets any credit for the vast sums of money transferred to the provinces for medicare and the universities. However, there is no evidence that senior civil servants or ministers at the moment are seriously interested in restructuring EPF. They appear to be simply engaged in a cost-cutting exercise. When they instruct their senior civil servants to produce alternative plans and to discuss them with the CAUT, AUCC and NUS, we will take them seriously. Your readers should be aware that the AUCC commissioned a study of university financing by Professor Peter Leslie of Queen's University in which a number of alternative delivery systems were discussed:

- payment of the indirect cost of research (the federal government currently pays only direct costs);
- a restructuring with substantially higher support of the student aid scheme;
- payments to those provinces which are net importers of students from other provinces;
- support of foreign students, technological assistants, international scholarships;
- increased support of the national library, Statistics Canada and other national services of this kind;
- support of minority language instruction in the universities.

**Q.** If cuts come, can't the money be made up by cuts in non-academic areas, or say the libraries?

**A.** No. The North American data on university libraries indicates that only one Canadian university has a library of the first rank measured by such things as total volumes, acquisitions, periodicals, etc. That is the University of Toronto. The data also suggests that the quality of library services provided for faculty and students in Canadian universities does not compare with that of many universities in the U.S. Any cuts therefore will make the comparison between Canada and the United States that much more invidious. Library budgets are typical of other university services. There is all kinds of evidence that universities are falling behind in terms of acquiring adequate scientific equipment, maintaining buildings, and so on. There is an evident deterioration in the capability of the universities to supply such basic assistance as typists and lab assistants. This inevitably means that the productivity of the faculty will decline.

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Computer specialist (B.Sc. Computing Science)  
Geologist (M.Sc. Geology plus at least four years' field experience)  
Mining Engineer Lecturer (M.Sc. or B.Sc. in Mining Engineering, with experience in mine exploitation and rock mechanics)  
Industrial Microbiologist (M.Sc. or Ph.D. in Microbiology and relevant experience)  
Food Industry Technologist (chemical engineer with food industry technology experience)  
Fishery Biologist (Ph.D. or M.A. with two to five years' relevant experience)

### ST. LUCIA:

Lecturer in Industrial Arts Training (B.Ed. in Industrial Arts plus at least two years' teaching experience)

### SIERRA LEONE:

Science Lecturer (Ph.D. Biology or master's degree in relevant area of botany or zoology)  
Linguistics Lecturer (Ph.D. or M.A. in Linguistics plus three years' teaching experience)  
Home Economics Teacher (B.Sc. in Home Economics with practical experience, knowledge of infant nutrition preferable)

Contract: Two years.

Salary: At local rates — lower than in Canada but adequate for a reasonable lifestyle. Housing, travel costs, certain allowances and medical, dental and life insurance provided.

For more information, contact:  
CUSO CAUT-1 Program  
151 Slater Street  
Ottawa, Ontario  
K1P 5H5





# MAILBAG

## CAUT correspondence with Minister of State for Science and Technology John Roberts

The Hon. John Roberts, M.P.  
Minister of State for Science  
and Technology  
House of Commons  
Ottawa, Ontario

Dear Mr. Roberts:

You will recall that I saw you as part of the delegation organized by the Canadian Federation of Biological Societies.

I was disturbed by the remarks you made concerning the social sciences and the humanities where, you will recall, you expressed your personal hostility to increased funding in that area. This seems to me particularly short-sighted, and I hope that it is not a view that is shared by the cabinet.

It seems to me that we must have a research climate in this country such that basic research in the general areas of medicine, natural sciences and engineering, humanities and the social sciences can be carried out effectively. Only if we have this research base will we be in a position to undertake more costly and more specific developmental programmes. We do not think that it is reasonable or healthy to try to build this research capability by attacking one general area of research such as the humanities. It can only be done if the government sees the research community as a whole.

More specifically the government seems unwilling to understand that any scientific development must take place in a human context. Many of the failures of developmental politics stem in part from the forthright refusal of some technocrats to understand this. In my own field of African studies, I can list for you the series of horror stories of how governments and international agencies threw money at particular problems in the Third World without pausing to consider the social and economic context in which these developments would occur. They were then surprised to discover what they deemed to be resistance to progress as conceived from afar. They also discovered unanticipated social dislocations. Why should you think that the situation would be any different in Canada? I will readily concede that the social sciences cannot provide you with foolproof answers to these problems, but they can indeed point out the difficulties and the range of solutions that seem possible at the present time.

It seems to me that the government and the public are unaware of the scope of activities funded by the Social Sciences and Humanities Research Council. One area of considerable concern to the CAUT is the development of a much more significant research capability in the area of business and public administration. It is important that there be an independent and scholarly view funded in this area, and this can best be done through the universities. I understand that SSHRCC has been working with the business deans to try to ensure that these developments do indeed take place reasonably quickly. You will also be aware that SSHRCC funds research in law, social problems of aging, economics and a variety of areas which the most utilitarian-minded person could only see as practical and reasonable.

But it is clear that all the work of the Social Sciences and Humanities Research Council cannot be justified on the grounds of immediate economic or administrative gains. All civilized countries devote funds, particularly in the humanities, to projects, people and ideas where the return is the enhancement of the intellectual and artistic life of the community. For instance it seems to me that historians, political scientists and literary scholars very much help to define the consciousness of being Canadian. Scholars and professors such as the late Donald Creighton and the late W. L. Morton through their writings ensured that Canadians would look at their own historical experience in a particular manner. The Canadian community in intangible but nevertheless real ways was different because they wrote what they wrote.

We are, of course, not just Canadians but also members of a series of world-wide cultures. The leaders of our ethnic communities do not consider the study of Ukrainian, German, Italian, Chinese or Spanish language and literature as esoteric subjects but as central to their historical experience, and thus worthy of adequate funding. This should also be of major importance in the Liberal government's commitment to multiculturalism. We should welcome and support, therefore, the development of Canadian research institutes in Rome and Athens, to speak of two recent examples, which allow us both to keep in touch with scholarship concerning the roots of our culture and to ensure that the experience which the Italian and Greek communities have brought to us by immigration will suffice our culture at all levels.

Finally, as in all other areas of research, we must play a role in the world-wide research community of scale commensurate with our resources. This is as true in the humanities and the social sciences as it is in medicine and the natural sciences. It is not simply a question of national prestige although I hope that the cabinet would want to see Canada in the forefront of research activities. But it is also a matter of paying our dues so that our researchers may participate in the world-wide international research effort. We cannot expect that foreign countries will welcome Canadians whether in psychology, law, economics, history or any other discipline if it is clear that we are a nation of free-loaders. We have the resources to commit support for the social sciences and the humanities. I hope that yours will, in fact, be a voice to persuade the cabinet to provide adequate funds for the humanities and the social sciences.

Yours sincerely,

Donald C. Savage,  
Executive Secretary  
CAUT



## UNIVERSITY OF MANITOBA

### School of Medical Rehabilitation Division of Occupational Therapy

Requires a full-time Faculty Member in Occupational Therapy

Appointment Date: July 1, 1981. This is a term position.

Responsibilities: Lecture and demonstrate in the area of neurological rehabilitation. Participate as liaison in the clinical education of students. Involvement in administrative activities of the Division. Opportunities for involvement in research.

Qualifications: Baccalaureate degree in Occupational Therapy. Preference will be given to candidates with a graduate degree in Occupational Therapy or a closely related field. A minimum of 3 years of clinical experience in Occupational Therapy. Eligibility for licensing by the Association of Occupational Therapists of Manitoba. Eligibility for membership in the Canadian Association of Occupational Therapists.

Rank: Assistant Professor

Salary: Commensurate with qualifications.

Application: The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

Applications including a curriculum vitae and the names of three referees should be sent to:

Mrs. J. Cooper  
Assistant Professor and Acting Head  
Division of Occupational Therapy  
Room 258, Medical College  
770 Bannatyne Avenue  
WINNIPEG, Manitoba  
R3E 0W3



## UNIVERSITY OF MANITOBA

### School of Medical Rehabilitation Division of Occupational Therapy

Requires a full-time faculty member in Occupational Therapy.

Appointment Date: July 1, 1981. This is a term position.

Responsibilities: Lecture and demonstrate in the area of pediatric rehabilitation. Participate as liaison in the clinical education of students. Involvement in administrative activities of the Division. Involvement in Research.

Qualifications: Baccalaureate degree in Occupational Therapy. Preference will be given to candidates with a graduate degree in Occupational Therapy or a closely related field. A minimum of 3 years of clinical experience in Occupational Therapy. Eligibility for licensing by the Association of Occupational Therapists of Manitoba. Eligibility for membership in the Canadian Association of Occupational Therapists.

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# NATIONAL NOTES

by Jill Greenwell (Relations with Government Officer)

## Minister announces research and development framework for the 80's

Science Minister John Roberts, announced January 19, a planning framework to raise national R&D in the natural sciences to 1.5% of the GNP. The main elements of the framework are:

- the target for national expenditures on R&D should remain at 1.5% of GNP;
- the date for attaining the target will be set at 1985;
- the federal government's share of the target will be 0.5% of GNP or one-third of the total;
- industry should aim at raising its R&D expenditures to 0.75% of GNP or one-half the total;
- the balance of 0.25% of GNP or 16% of the total should be financed by the provinces, the universities and other R&D funders;
- in meeting its responsibilities for R&D, Ottawa has three roles to play:
  - a) the performance of R&D in support of services such as resource management which facilitate private sector activity and the conduct of R&D for the private sector, e.g. agriculture (mission-oriented R&D);
  - b) the support of industrial R&D for the development of new products and processes; and
  - c) the support of university research
- the maintenance of an appropriate balance among these roles and the allocation for initial planning purposes of just under one-half of the increase in funding to support industrial R&D, about one-third to mission-oriented R&D and one-fifth to university research.

## Access to information...at last

After many years of public pressure, access to information at the federal level may soon become a reality. Hailed initially as a major triumph when the government introduced Bill C-43 last summer (the Liberals had finally acceded to the principle of a complainant's right to an independent review, rather than a ministerial review, of a government decision to deny access to information), the proposed legislation has since received stinging criticism for its crafty drafting—drafting which in effect restricts or limits much of what would have been available to the public under the Conservative freedom of information act (which died on the order paper when the Conservative government fell). The legislation will nevertheless open many files which were previously closed.

With the CAUT Board's approval, the association's submission to the committee considering the bill will endorse briefs submitted by ACCESS (a detailed analysis of all aspects of the bill by a pressure group which has been pushing for such an act for a number of years); the Social Science Federation of Canada (dealing with the work of university researchers and the individual's right to privacy); and the Canadian Historical Association.

## Manpower and the 1980s

The CAUT will submit a brief to a special federal Task Force on Employment Opportunities for the 1980s, if the CAUT Board gives its approval. The brief addresses two major issues: (1) some of the manpower problems associated with the government's objective of reaching an investment target of 1.5 per cent of GNP on research and development (the production of highly trained scientists and researchers is now predicted by NSERC President, Gordon MacNabb, to fall 50 per cent short of estimated national requirements in five years); and (2) the ramifications of declining enrolment on tertiary education and our national research capacity. Among its major recommendations are:

- The establishment of a federal-provincial royal commission (or similar body), to consider the most effective mechanism for funding post-secondary education, which would consult widely with interested groups before changes to the Established Programmes Financing agreement are implemented.
  - The expansion of research manpower programmes offered by the research councils to counter the effects of the shrinking demand for university faculty.
  - The establishment of programmes to re-train Ph.D. degree holders whose qualifications are not currently in demand.
  - Making pensions more portable.
- Addressing more general manpower problems, the brief calls for:

- The implementation of the Liberal's long-promised industrial strategy (to be done in collaboration with the provinces).
- More comprehensive and systematic labour market analysis.
- More effective and imaginative distribution of labour market information to the public and getting this information to pupils as young as those in Grades 7 and 8.
- The implementation of paid educational leave (a recommendation also made by CAUT to the Adams Commission on Educational Leave and Productivity last year).

## Alberta adds physical characteristics

Physical characteristics has now been added to the list of prohibited grounds of discrimination in Alberta's Individual Rights Protection Act. Physical characteristics are defined in the act as any degree of physical disability, infirmity, malformation and disfigurement that is caused by bodily injury, birth defect or illness, and includes epilepsy, paralysis, amputation, lack of physical coordination, blindness, deafness, muteness and physical reliance on guide dog, wheelchair or other remedial appliance or device.

## Exemptions to human rights code allowed

The Saskatchewan Human Rights Commission has issued an exemption order which will allow the province's employers to make certain pre-employment enquiries about physical disability and to conduct medical examinations of prospective employees after an offer of employment has been made in writing. Effective December 1980, employers can make pre-employment enquiries about an applicant's ability to perform specific job-related functions but will not be allowed to enquire into the nature or severity of a physical disability. Once an offer of employment has been made, an employer will have to justify its withdrawal of the offer if it relies on medical evidence of the individual's job-related disability.

## Manitoba accedes

After two years without faculty representation, the Manitoba Government has acceded to demands by appointing Geoffrey Lambert to the Universities Grants Commission. A Conservative supporter, Dr. Lambert is an assistant professor and head of the political science department at the University of Manitoba. His term of office on the Commission expires July 1983.

The Commission, whose chairman, Dr. W.C. Lorimer, was deputy minister of education in the province for many years, provides grants to the universities of Manitoba, Winnipeg and Brandon and St. Boniface College and screens programme and building plans submitted by the universities.

## New Stats Can chief appointed

Martin Wilk has been appointed Chief Statistician of Canada, effective 1 December, 1980. Mr. Wilk comes to Statscan from the American Telephone and Telegraph Corporation in New York where he was assistant vice-president. He was born in Montreal and is a graduate of McGill University and Iowa State University (Ph.D.) in statistics. He moved to the United States in 1950.

## 1981-82 operating grants announced

Ontario announced that operating grants to universities will increase by 10.1 per cent in 1981-82 bringing expenditures on the province's 21 institutions, including the Ontario College of Art and Ryerson, to \$923.5 million. While next year's increase is higher than last year's 7.2 per cent allocation, it is still less than the 12.4 per cent called for by the Ontario Council on University Affairs, the government's advisory body.

The government also announced a 10 per cent increase in formula tuition fees which universities must charge students or otherwise bear the financial penalty of lower total revenues. Tuition allowances in the Ontario Student Assistance Programme will be fully adjusted to compensate for the tuition fee increases.

Operating grants to Manitoba's three universities and St. Boniface College will be increased by 13.8 per cent in 1981-82. Next year's operating grants will be \$112,427,100—up \$13,622,100 from the \$98,805,000 for 1980-81. Last year's increase was 8.27 per cent whereas that for 1979-80 was only 5.93 per cent.

# Censured Administrations

The following university administrations are under CAUT censure:

- Board of Governors**  
**UNIVERSITY OF CALGARY (1979)**  
 The third stage of censure was placed on the University in May, 1980.  
**President and Board of Regents**  
**MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)**  
 The third stage of censure was placed on the University in May, 1980.  
**TECHNICAL UNIVERSITY OF NOVA SCOTIA (1980)**  
 (formerly Nova Scotia Technical College)  
 The first stage of censure was placed on the University in May, 1980.

**Note:** 1. Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised regularly in the CAUT Bulletin.  
 2. Under the second stage of censure faculty members are advised to in-

form themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised more widely in Canadian and foreign faculty association and other publications.

3. Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university.
4. Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the CAUT Bulletin continues to carry advertisements for positions vacant at censured universities. Such advertisements are not carried in the Bulletin for universities under the third stage of censure.

Information about the events which led to censures may be obtained from:

The Executive Secretary  
 Canadian Association of University Teachers  
 75 Albert Street, Suite 1001  
 Ottawa, Ontario  
 K1P 5E7



# TAX TIPS

by Touche Ross & Co.

Two questions from CAUT members will be answered in this column.

## U.S. tax on self-employed income

### Question:

U.S. citizens, resident in Canada but not in the U.S.A., are nevertheless taxed in the U.S.A. on their income. In addition they are potentially subject to the self-employed (Social Security) tax on self-employed income. For 1980 the self-employment tax is 8.1% of the net business income earned, to a maximum tax of \$2,097.90 on \$25,900 of profit (all in U.S. dollars).

When a U.S. citizen is resident in Canada, is employed as a teacher at a Canadian university and earns self-employment income in Canada in addition to his teacher's salary, what is his liability for the U.S. self-employment tax? Also, is the tax deductible or creditable on the Canadian tax returns?

### Answer:

The teacher will be subject to the U.S. self-employment tax if the self-employment income is from a source other than an international organization, a foreign government or its instrumentality.

The following is an excerpt from a letter on the subject requested from the Internal Revenue Service in Washington, D.C.

"U.S. citizens employed by public institutions are exempt from self-employment tax since they are employees, not self-employed. Also, U.S. citizens who are self-employed are exempt from self-employment tax while performing services for foreign governments and their instrumentalities.

Self-employment from private sources in the U.S. and Canada is subject to self-employment tax. The taxpayer is not exempt from self-employment tax on private sourced income due to his connection with a public university."

The exemption underlined above also applies to self-employment income received from an international organization.

The self-employment tax is treated as part of the U.S. income tax for purposes of estimated tax instalments and is computed and any balance paid on submission of the U.S. 1040 return.

In answer to your question as to the treatment on your Canadian return, the situation has varied. Normally, tax payable on income by a U.S. citizen resident in Canada to obtain U.S. social security benefits is treated as an income tax and therefore is eligible as a foreign tax credit under the Canadian Income Tax Act. However, a foreign tax credit against Canadian tax is allowable only when you have income from a foreign source. Thus, as you concluded, you could not claim a foreign tax credit on the Canadian return when there is no U.S. source income.

With respect to taking a deduction for the tax on your Canadian return, prior to 1978,

there was no deduction allowed. For 1978 and 1979 a deduction for the tax was claimable under subsection 20(12) of the Canadian Income Tax Act. If you did not make a claim for this, you should do so now. There may be a related change in the foreign tax credit on your U.S. 1040 return.

Under recent proposed changes to the Canadian Act, effective in 1980, the U.S. self-employment tax in the circumstances described in your question will no longer be eligible for either a credit or a deduction on the Canadian return even if you had other U.S. source income. This is because the tax is not related to U.S. source earnings and is eligible only because, as a U.S. citizen, you pay the tax under U.S. law. These new restrictions are contained in amendments to paragraph 126(7) (c) as set forth in Bill C-54, an act to amend the Income Tax Act.

## Rental income during sabbatical leave

### Question:

When a faculty member spends his sabbatical leave in another city, and lets out his home on a rental basis while he is away, should not the rent he pays for accommodation whilst away from home be allowed as a deduction against the rental income he receives from his home?

### Answer:

When an individual takes up a temporary position in another locality he may be faced with the problem of renting his personal residence and at the same time paying rent in his new locality.

This may in fact increase his tax burden as net rental earnings must be brought into income for tax purposes while no deduction is allowed on the rent paid.

While this may appear to be an unreasonable result, there is no provision under the current legislation to allow for different treatment.

There is however, a capital gains exemption in such circumstances.

Under the current rules an individual who wishes to treat his house as a principal residence while he is temporarily away may make a special election under subsection 45(2) that no deemed disposition of the property has taken place. If he fails to do so, the "change of use" rules will automatically come into effect and he will be liable for tax on half of any capital gains that accrue while his property was a rental property. The 45(2) election is normally valid for only four years.

Because of the existence of the 45(2) election it must be concluded that the basic principle adopted by the Government of Canada is that Canadian residents should not be taxed on the gains on their homes while they are "temporarily" away.

Following these principles, it is expected that a recommendation will be included in a tax bill to be submitted to the government by CAUT, requesting that the rental expense be deductible from the rental income, but not to produce a loss.

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# BOOKS. LIVRES

## Suffer the little children

by Freda M. Steel

**Children's Rights: Legal and Educational Issues** by Heather Berkley, Chad Gaffield and W. Gordon West, Ontario Institute for Studies in Education, 1978, 177 pages, \$7.25.

**Up Against It: Children and the Law in Canada** by Jeffery Wilson, Anansi, 1980, 166 pages, index, bibliography, \$6.95.

Our social and legal attitudes towards children are in a state of great flux. The child's interests are, at last, being recognized and better protected. Old and outmoded notions are disappearing. Yet many problems remain. The International Year of the Child was a recognition of our concern and our desire for change. Although the year has come and gone, the discussion with respect to possible solutions and viable reforms continues. These two books, although directed towards different audiences, are both examples of the growing recognition of children's rights.

The first book, *Children's Rights*, is a collection of twelve essays purporting to deal with the issue of the rights of the Canadian child under the law and in the educational system. The book is divided into three parts; a general overview, legal issues and educational issues. However, two points emerge time after time; our law is inadequate in its attempt to protect children or in dealing with their anti-social behavior and our schools do not give children a sufficient role in decisions affecting their future.

The first article, "Children's Rights in the Canadian Context" is intended as a general introduction to the situation and sets the stage for many of the subjects upon which later articles expand. What is especially helpful is that the authors have approached their subject from a historical point of view and explain how the societal condition is reflected in the state of the law. The second article in that part, "A Status Report on Child Advocacy in the United States", is also stimulating and well-written. However, Parts II and III do not live up to the initial promise of the general overview.

Part II, purporting to deal with the legal issues in the area of children's rights contains three essays. The article entitled "New and Old Themes in Canadian Juvenile Justice" is especially enlightening since it traces the origins of delinquency legislation. The paper maintains that, "it is necessary to consider the degree to which children of various ages are to remain dependent on the decision-making powers of others. In a sense, such a determination is crucial in order to distinguish dependency from domination." Children may, the author argues, require protection from their "would-be protectors and it is the provision of this latter type of protection that remains problematic."

The other two articles in this part deal, respectively, with the inadequacy of the training school system in Ontario as a rehabilitative measure for children. It is inadequate for two reasons. First, because an institutional response to the problems of

juvenile delinquency has not proven successful and secondly, because the broad dispositional powers of a judge under the Juvenile Delinquency Act are being used inappropriately, as for example when children, whose only offence is that they were beyond the control of their parents, or their parents were unable to meet the children's social, emotional or educational needs are committed to training schools.

While all three essays under this part deal with children's rights, they do so only from a narrow perspective, that of the child involved in the criminal justice system. It leaves the reader with the impression that this is the sole, or at least major area, of involvement that children have with the law. While it is an important area, so are the issues of the child's right to support, employment, health care and his or her right to be heard in child custody disputes.

If the section on legal issues suffers from being too narrow, then the section on educational issues suffers from the opposite problem. The initial cohesiveness of theme presented in the general overview seems to disintegrate slightly. The part is composed of seven essays which all echo the theme that students are denied certain essential rights in our present educational system. The article on "School Discipline and Corporal Punishment" is quite interesting. The author utilizes a historical survey to show the reader that school violence is not entirely a twentieth century phenomenon. He indicates that, "shifting visions of child nurture, linked to different social experience and cultural values, have generated different theories and strategies of school discipline. However, generally, the articles in this part tend to be quite theoretical and the link between the legal and educational sections seems rather tenuous. Frankly, it is difficult to understand at all the relationship between "Family Grouping: A Structural Innovation in the Elementary Schools" and the theme of children's rights.

In short, *Children's Rights* starts out well in its General Overview but becomes slightly diluted and disjointed in its section on educational issues. Basically, this book would be of interest to a restricted group within education and law, with an emphasis on education. A lay person might have some difficulty with the theoretical slant and the technical terms used.

On the other hand, *Up Against It* by Jeffery Wilson is most certainly designed for the layperson. It is a concise, helpful handbook which provides one with an overview of the rights of a child in Canada. While it is a practical guide, at times illustrating legal principles by the use of examples, it also includes many criticisms of the law and suggestions for reform. The book is obviously written from a definite point of view which the author is well-qualified to express and which, for the most part, is sound and justified. Jeffery Wilson is a well-known advocate of children's rights. He is a former member of Justice for Children, co-editor of the Family Law Reporter and author of the more comprehensive legal text, "Children and the Law". His rage at the inequities of the system is often apparent, as in the following paragraph;

"...however, well-intentioned we may be, adoption of Native children into white homes is a direct attack on the survival of Native culture itself. If this sounds extreme, consider that in 1975-76, approximately 45% of the children advertised in the Star column were natives. With that figure, is it such an overstatement to suggest that through adoption we are subtly exterminating the fabric of Native society."

While the book is intended to cover Canada, as the author warns in his preface, since Ontario is his home base, many, if not most of the examples come from Ontario and therefore readers in other provinces should check out variations in their local legislation. He also warns that *Up Against It* is not meant to be the last word in the area, only the beginnings of a basic grammar. This is especially true of anyone relying on the statutes referred to in the book. The law is changing so rapidly in this field that amendments and changes with respect to some of the legislation mentioned is quite likely.

The book is well-organized. It divides the procedural and substantive law concerning and affecting children in Canada into six specific areas. The first chapter on children

and the criminal system is divided between the child as victim and the child as criminal and also comments on the role of children's agencies and social workers. The other chapters deal with such fundamental issues as the child's rights in disputed custody settlements, rights of support, the legality of strapping or caning by teachers and the rights of the child who earns his or her own living. Special mention is made of the rights of Native and disabled children in education. In addition, reference is made to some new legislation of which the public is relatively unaware such as the setting up of the Voluntary Disclosure Registry in Ontario by which an adopted child of eighteen years or more of age and the biological parent may apply to the Children's Aid Society to be registered as a person consenting to disclosure of information regarding their biological origins.

The book would be a valuable one for many high-school students, and, at times, is directed specifically to instructing the children as to steps to be taken on their own behalf. For example, when dealing with the question of representation at a Board of Education hearing we are told that, "children should make such a request (ie. for representation) whenever there is a possibility that they will be suspended or expelled from a school."

There are some omissions in the book, and sometimes, even though because of its intended audience simplicity is desirable, it leans toward oversimplification which misleads rather than clarifies. For example, the table on page 42 on Children and Custody omits entirely the federal divorce jurisdiction which is rather significant considering that more than a quarter of Canadian marriages are now dissolved by divorce.

Perhaps the most valuable part of the book is the detailed index, list of further readings and most especially, the resource list of selected children's services across Canada. One of the most common problems that parents encounter is locating the appropriate agency for the type of help required. Here, the services are indexed by province and by areas such as special education and Canadian Association of Law Guardians. Anyone dealing with children on a day to day basis may find the price of the book well repaid simply due to this handy list of children's services.

## Things done in secret by B. Kymlicka

**Things which are done in secret**, by Marlene Dixon, Montreal, Black Rose Books, 1978.

The topic of academic freedom or the protection of the faculty members from arbitrary decision affecting their careers is not to be found among the list of subjects published in the *Inventory of Research into Education in Canada* over the last three years. At first, this may seem surprising; upon reflection, however, it becomes understandable. After all, most of us believe that the blatant attempts of political persecution (such as the case of Professor Underhill of the University of Toronto in 1940-41) or administrative fiat (such as the Crowe affair at United College) are things of the past.

The book under review challenges that belief and presents two cases of hiring and resignations at McGill between 1969 and 1975: that of Professor Marlene Dixon, the author, in the Department of Sociology, and that of Professor Pauline Vaillancourt, in the Department of Political Science. It is a curious book. The heart of it is reproduced documents (memos, reports, letters, and minutes of meetings) that often do not appear to be relevant to the two cases. The documents are wrapped around — individually and collectively — a rather crude Marxist interpretation and spiced by allegations and unpleasant *ad hominem* attacks.

It is possible that some may find the ideological tirades interesting or, less likely, convincing. The claim of universities for

freedom outside "The Iron Curtain" is dismissed as "...politically necessary to the system of repressive tolerance that disguises the actual conditions of 'unfreedom', of repression and persecution which are done in secret." (p. 11). "The true essence of life and thought in our universities is hypocrisy. It permeates every feature of life as a necessary consequence to the maintenance of a Big Lie." (p. 11-12). "McGill is the principle 'fortress of concrete pillboxes' that stands behind the 'liberal state form' in order to secure for the Anglo-American elite by intellectual and moral hegemony" (p. 198).

Conspiracies abound. "In the offices of the Deans and the Vice-Principal and the

Professor Steel is with the Faculty of Law at the University of Ottawa.



## Things done in secret...

Principal and the Board of Governors, in locked filing cabinets, will be found the truly damning documents. One would have to "bug" the faculty club, telephones and offices to catch them in frank conversation. For the essence of academic repression is its secrecy." (p.11). Closer to McGill: "At some point a decision was made (when, where and by whom we do not know) (sic) to counter attack, using the persons of Professors Pinard and Hamilton." (p.134). And, as is often the case, opponents do not only differ, they are bad: "the other women in the Political Science Department, Professors Haskell, J. Stein, and Steinberg did not raise their questions (employment of women, etc.), and feared and resented Professor Vaillancourt's raising them. The Department, and its female 'good niggers', made it clear, repeatedly, that Vaillancourt was not the 'sort of woman the Department needs or wants'." (p.204).

And yet, it would be wrong to dismiss the book as a whole. There is much to be learned about the way universities decided, and perhaps still decide, on appointments and re-appointments. Moreover, as the effective power of appointments shifted from Boards of Governors, Presidents, and Deans to departments over the last fifteen years or so, it has become apparent that we need as much protection against the displeasure, and/or incompetence of our immediate colleagues as against the officials of the university.

The case that may be used to show this need is that of Professor Vaillancourt. Professor Vaillancourt was originally hired for one year in 1969. Next year she was re-appointed for three years. In 1972, the Department decided not to renew her contract. Following a series of meetings and exchange of letters, a Committee of Inquiry made up of Professors L. Balthazar, C.B. Macpherson, and D.L. Johnstone (Chairman of the committee and the present Principal of McGill) was established. It found that the decision not to re-appoint Professor Vaillancourt was accompanied by "an accumulation of irregularities and improprieties in procedure and an inadvertent inconsistent creation and application of standard."

The case of Professor Dixon has not been similarly arbitrated or judged. It is not clear from the evidence whether she would have been re-appointed. What is clear, is that she thinks she was subject to persecution and that some of her colleagues did not favour her second re-appointment. She also resigned in 1975.

To the connoisseurs of academic foibles, the Sociology Department documents that Dixon reprints will look familiar. Although

many of them do not appear to have anything to do with the re-appointment or the treatment of Professor Dixon, they give, a partial I am sure, portrait of an academic Sociology Department. There seems to be a tendency amongst sociologists to articulate conflict, to institutionalize it and then lock themselves up into the institutionalized madness — and somehow survive, nay thrive upon it — and produce good works and progeny. To many outsiders this is a puzzlement but one hesitates to suggest a sociological study of the phenomenon.

Many of the documents, however, reveal how difficult it is to arrive at fair — both in appearance and in substance — decisions about a colleague in a system that claims to be (and at times even is) collegial. It would be wrong to assume that Political Science and Sociology at McGill were the only places experiencing difficulties in the late 1960's and early 1970's. The professionalization of academic disciplines, the growth of faculties, the shift in the distribution of powers within the institution — all of these elements made for a dynamic system. Inevitably, however, they also created problems with which the existing set of procedures and/or institutional arrangements could not cope. It would be perhaps too comforting to think that we have solved these problems.

Reading through the documents produced by Dixon, and contemplating the issues they raised, makes one less optimistic. To raise but one specific issue touched on already: how does one reconcile our collegial decision making with the need to avoid apparent conflict of interest or collective prejudice? It is not at all clear that the current practice at many universities rest on anything else but an assumed spirit of a professional guild. Yet, there are more and more indications that faculty members either reject or are pushed into questioning this ethos. The legitimacy of decisions, therefore, is in doubt. Often we patch up our system (sometimes under outside pressure) by borrowing procedure from an industrial model characterized by an employer-employee relationship. The results are not always the best. For those who either have to or like to contemplate them, the book under review will make an interesting reading.

Professor Kymlicka is Dean of Social Science at the University of Western Ontario.

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## Governor Plumbtree's political rules

by Gordon Jones

## STATISTICS CANADA

Salary data that we used to request from Statistics Canada for Faculty Associations will in the future be available directly from the CAUT office. Statistics Canada provided us recently with a computer tape containing salary data by ages groups for all years since 1971 for all universities for which we have authorization. The tables are built in such a way that the confidentiality of the data is protected, i.e. it is impossible to determine the salary of an individual teacher. At the beginning only the standard tables were provided as in the past, but later, tables or sub-tables of different formats will be produced. Graphs will also be provided in answer to Faculty Association requests.

**How to Get Elected: Governor Plumbtree's Practical Rules for Politicians** by Arthur T. Doyle, (Toronto: Best Seller Press, 1979).

Because the prizes of the profession are so small, academics fight over their division and control all the more fiercely. Or so we are often told. Whether for this reason or another, academics possess a more than ordinary quotient of interest in the political process and the mechanisms of getting elected, whether to national, provincial, municipal, faculty or departmental assemblies.

New Brunswicker Art Doyle's worldly-wise and cynical Governor Plumbtree — a folksy, latter-day American Machiavelli — expatiates on the basic rules of the game. To start with, the aspiring politician needs to recognize that there are two kinds of candidates for office — winners and losers. It is the politician's real job to ensure that he belongs to the first category, and stays there. All other considerations are second-

dary.

One of the best ways of staying there is to tell the voters what they want to hear (an elementary principle overlooked by a recent Canadian minority government). As the Governor says, "In politics it's better to be liked than right — nobody, absolutely nobody, will vote for somebody they don't like, and they don't like anybody who keeps telling them they've got the wrong idea about things." Consequently, the prudent politician uses principles as a stage magician uses white rabbits — pulling them out of his hat as needed and letting them run away when the audience gets tired of them.

Issues, on the other hand, are the ground glass in the politician's caviare. Only the uninstructed believe that candidates are elected on issues. On the contrary, issues are what defeat candidates. The politician's only hope is to avoid them or fudge them. As the Governor explains, "Every time a candidate takes an unequivocal position on one side of any issue before him, he alienates voters; if he does this often

enough he will lose so many votes that he will lose the election". Instead, the wise politician associates himself with God, Country, Family, dogs, good news, morality, sound principles and dark suits (remember Trudeau's yellow cord jacket in the 1979 election). Above all, he tends, trains and exercises the hand that will reach out to shake the voting appendage whenever any other human hand appears before him, which explains why seasoned politicians have larger right biceps and stronger hands than ordinary people. Or so the Governor claims.

Perhaps academic politicians need not go to these lengths. They will nevertheless be diverted and instructed by *How to Get Elected*, engagingly reported by Art Doyle and wittily illustrated by the cartoons of Ian Smith.

Professor Jones is with the Department of English at Memorial University of Newfoundland.



# The double burden of working women

by Mary Percival  
Maxwell and  
James D. Maxwell

**The Double Ghetto: Canadian Women and their Segregated Work** Pat Armstrong and Hugh Armstrong, (Toronto: McClelland & Stewart, 1978, 199 pp., \$5.95 and **Last Fired First Fired: Women and the Canadian Work Force**, Patricia Connolly, (Toronto: The Women's Press, 1978), 122 pp.

These two books form an extremely complementary pair for anyone who seeks to understand, or have their students understand, the explanations for the highly sex-segregated labour force which continues to be a basic structural feature of Canadian society. This structural feature accounts in large part for the widening gap between men and women's earnings. (The recent 19 nation survey by The Organization For Economic Cooperation and Development reveals that Canadian women earn only 50 per cent of average male earnings. This is less than any other industrial country. In addition, Canada is the only one of these countries where the gap in median earnings of men and women widened between 1968 and 1977). This gap has widened in recent years both between and within occupational categories despite the rapid increase of women in the labour force, declining birth rates and various attempts to increase the opportunities for women in education, business and government.

The *Double Ghetto* examines the segregation and ghettoization of women in the domestic unit with the development of capitalism in Canada and their subsequent ghettoization in an increasingly sex-segregated labour force. The analysis begins with an examination of women's work in the Canadian labour force (1941-1971). The authors document the growing female concentration in the service sector of the economy. Although this is the fastest growing sector of employment, it is characterized by lower wages than the industrial sector. Citing Ostry (1968), MacDonald (1977) and others, the Armstrongs point out that "Sex-specific pay accompanies occupational segregation, and the gross inequalities cannot be explained away by differences in education, skill levels, hours of work, or occupational distribution" (p.38).

In chapter 3 the isolation and privatization of women's work in the home and the various tasks of their role (housework, reproduction and child care, tension management and sexual relations) are examined. Hours spent on housework and child care have not diminished significantly over the thirty year period because of "rising standards, the limited effect of technological development, privatization, and the increasing complexity of the world outside the home" (p. 90). The work of the housewife is overwhelmingly portrayed as repetitive, boring, mind-numbing and of low status and reward. Many will quibble with this interpretation. Few will deny that there is a lot of mystification of the work of the housewife and that most employed married women are still carrying a double burden of work and responsibility.

Three explanations for the ghettoization of women's work are examined and appraised in the latter half of the book. The widely discredited 'biological determinism' argument is discussed first. This explanation has given way to the currently most popular explanation — 'Idealism', which argues that children are socialized to internalize a culture (beliefs, values and behaviors) which exaggerates the differences between the sexes. "Thus the

prevailing meaning system or ideology perpetuates an anachronistic concept of appropriate male and female behavior" (p. 110). The 'socialization paradigm' of this model is thoughtfully, if over-repetitively, critiqued with particular reference to the *Report of the Royal Commission on the Status of Women* (1970) and *Opportunity for Choice* (1976). The Armstrongs basically reject the 'idealist' assumption that "attitudes and ideas, especially those transmitted through the socialization process, can be changed independently of other structures (and) that these ideas will in turn alter the culture and thus the segregation" (p. 115). Such an explanation tends to blame the victim (women) and fails to identify the source of ideas about women's work, that is, the structural features of the economic system and whose interests are being served by this segregation.

A "Materialist" analysis, it is argued, which looks first to the economic factors for an explanation of the division of labour by sex, does explain both the origin and varieties in ideas by relating ideas to the relations and forces of production and to the accompanying social and structural organizations (p. 133). Based on Statistics Canada data, the work of Leo Johnson and others, they conclude that the increasing financial need for women (including married women who now comprise the majority of the female labour force) to be in the labour force is due to the well documented increasing disparities in income distributions. Families can no longer maintain their standard of living with only one adult member employed.

The Armstrongs' contribution is to map out clearly the dynamic relation between women's work in the home and their work in the labour force. They point out the consequences of the continuing double burden of work for women and illustrate how the divisions of labour in both the domestic and industrial units encourage the development of genderspecific attitudes and behaviour patterns. With such a clear diagnosis one expects a cure or an attempt at cure. Policy proposals, however, are not within the authors' purview.

Connolly's slim and useful book, *Last Fired First Fired: Women and the Canadian Work Force*, elucidates the historical processes in Canadian capitalist development which have resulted in this double ghetto. Like the Armstrongs, she rejected the popular but unsatisfactory 'consumer choice model' to explain women's labour force participation, stating that it "centers on subjective conditions and individual choices" (p. 76). She argues that this model fails to analyze the role of the structural features of the economy, the business cycles and wars of the capitalist system to explain both the location of women in the industrial and occupational structures and the forces behind the changing rates of female participation.

Connolly applies a well articulated materialist framework to analyse the changes in the economic structure and female employment in Canada from 1901-1971. With the advent of industrial capitalism and the split between the public sphere of commodity production and the private sphere of domestic labour, a new sexual division of labour developed. This led to the devaluation of women's domestic labour (it did not receive a wage) which led in turn to the devaluation of the type of

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## Two sides to the sixties

by Donald C. Savage

Milton Viorst, *Fire in the Streets: America in the 1960s*, Simon & Shuster, New York, 1979.

This is an interesting account by a liberal journalist of the protest movements of the sixties in the United States. He takes as his starting point the arrest of Rosa Parks on 1 December 1955 in Montgomery, Alabama which provoked the celebrated bus boycott in that city and continues his narrative through to the murder of four students at Kent State by the National Guard on 4 May 1970.

He deals with the student sit-ins, freedom rides, the march on Washington, voter registration in the Deep South, Berkeley, Watts, the anti-war campaign, the Weathermen, and the shootings at Kent State. The tone is calm and somewhat resigned. Each of the incidents is personalized by intertwining its history with the biography of the most important participant. These include Tom Hayden, Byard Rustin, Stokely Carmichael, Jerry Rubin and others who dominated the headlines of the decade. This makes initially for easy reading but in the end proves to be chronologically confusing.

The section on Berkeley does not really make clear how paternal American universities were before the rise of the Free Speech Movement and the significant impact of the demands, not only by students but also (and perhaps more lastingly) by faculty of a real share of decision-making in the university.

I found the most interesting chapters to be those on the rise and fall of the SDS and its relationship to the Weathermen, the Black Panthers, and to terrorist acts in

general. Was the fate of SDS pre-ordained by its ideology or its structures? Critics from both the left and the right have suggested this but the author does not satisfactorily explore this problem. One gets a feeling of criticism and rebuke concerning the perils of decentralization, if not indeed disorganization, combined with an unease about the more totalitarian methods of the critics of SDS. Participatory democracy was surely so subversive because it was so democratic — unlike the ideologies of some of the other critics.

To my mind, the most significant changes of the sixties were, however, in the Deep South. Clearly Martin Luther King and SNCC were two of the main instruments of change. But so too was the civil rights legislation of President Johnson which restored the vote to blacks in the South and allowed them, as SNCC foresaw, to use the local political process for their own ends. The radicals and reformers of the sixties were baffled by the poverty of the cities particularly in the black ghettos. Mr. Viorst makes that clear in his book. It seems that we have not progressed much further on that front.

It now seems so long ago that a certain nostalgia for those tumultuous years can be found on university campuses. But Mr. Viorst indicates that there was not only Woodstock, there was also Altamont — a seamer side to the movement which nostalgia should not bury. He also suggests that the difficult times ahead in the eighties may well provoke another decade like the sixties.

Dr. Savage is Executive Secretary of the CAUT.



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## The double burden...

labour in the market place which was an extension of the tasks of women in the home (much of the service sector). These jobs were labelled 'women's work' and women were recruited into them. Concomitantly, under capitalism, the family unit and the male bread-winner were assumed as 'national' conditions and men but not women were paid the value of their labour power (the means of subsistence necessary for both the person and his family's maintenance and for reproduction).

Women came to constitute a reserve army of labour and housewives became that form of this army referred to by Connolly as 'an institutionalized reserve army.' This conceptualization of the labour of women "emphasizes women's permanent and integral connection to the capitalist production process by virtue of their status as employed or active-inactive labour (and) indicates that a supply of female labour is always available to be drawn on when the conditions of the capitalist economy dictate" (p. 47). This conceptualization differs from the traditional economic view that considers married women (as well as others officially outside the labour force) as outside the process of production.

The continuing expansion of the service sector over the sixty year period and the consequent increasing demand for women's labour for 'women's work', led to the activation of the institutionalized reserve of housewives. Since the gap between the wages of full time, full year male and female wage earners has widened, women's increased participation in the labour force cannot be explained as the result of a higher

relative wage. Two factors explain the rapidly increasing participation rate of women. One is increased economic need. The second is the fact that increasingly, although most women are not paid the value of their labour power, an employed woman can earn enough to replace her lost domestic labour and still have a small portion of her wage to use for her family's need (p. 66). Currently, over two-thirds of all Canadian families have more than one income recipient. As the participation of women in the labour force continues to increase the discrimination in male-female earnings will become more apparent. Will this result in women themselves taking more effective action for change?

The common strength of these books lies in the fact that both make excellent use of Canadian data, research and analysis. Besides the effective general documentation of the situation of women in Canada, their analyses are also useful in understanding the ghettoization of women within the Canadian university system. It is apparent that in a period of financial cutbacks all academic women but particularly 'part-timers' constitute a 'reserve army of labour'. Women are in danger of becoming an even smaller percent of university faculties than in the recent past. Will unions and professional associations as well as universities themselves be able to put to work the findings of their own scholars? Will affirmative action programs be implemented without government intervention, and will these groups have the moral commitment to make these programs work?

The authors are with the Department of Sociology, Queen's University.

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**UNIVERSITY OF MANITOBA.** Department of Anatomy. Two Positions. (1) Term position at the Assistant/Associate Professor level. Dental and/or Ph.D. degree with teaching experience in oral histology and neuroanatomy or embryology. Preference

will be given to applicants with an active and independent research program relating to dentistry. The University invites both women and men, and especially encourages Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application to apply. Send CV and arrange for three letters of reference to be sent to Dr. T.V.N. Persaud, Head, Department of Anatomy, University of Manitoba, Winnipeg, Manitoba, Canada, R3E 0W3. Available July 1, 1981. Deadline for applications is June 1, 1981. (2) Term position at the Assistant/Associate Professor level. Medical and/or Ph.D. degree with teaching experience in gross anatomy and embryology or histology. Applicants must have an active and independent research program. The University invites both women and men, and especially encourages Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application to apply. Send CV and arrange for three letters of reference to be sent to Dr. T.V.N. Persaud, Head, Department of Anatomy, University of Manitoba, Winnipeg, Manitoba, Canada, R3E 0W3. Available July 1, 1981. Deadline for applications is June 1, 1981.

**DALHOUSIE UNIVERSITY.** Anatomy Department. Position Open: Associate or Assistant Professor. Applications are invited from persons with M.D. or Ph.D. degrees for the above position which will be available July 1, 1981. The Department is seeking a person with experience in teaching medical Gross Anatomy, and with an established research program. An ability to also teach Neuroanatomy or Histology would be an advantage. Research areas in the Department include Neuroanatomy, Cell Biology, Ophthalmic Anatomy and Genetics. Salary and rank commensurate with qualifications and experience. Applications, together with a curriculum vitae and the names of three referees should be addressed to Dr. D.G. Gwyn, Professor and Head, Department of Anatomy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7.

## ANTHROPOLOGY

**UNIVERSITY OF VICTORIA.** Department of Anthropology. The Department seeks a Physical Anthropologist/Archaeologist at the Assistant Professor level. Qualifications: Ph.D., ability to teach first year anthropology and at least one of second year courses in Introductory Archaeology and/or Introductory Physical Anthropology; desirable specializations include: human variation, faunal analysis, osteology, evolutionary theory. This will be a tenure track appointment although the availability of this position is subject to budgetary approval. Starting date is July 1, 1981. Send vitae and names of three referees to Chairman, Department of Anthropology, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date for receipt of applications is 30 April, 1981.

**UNIVERSITY OF VICTORIA.** Department of Anthropology. The department invites applications for the appointment of a Visiting

Lecturer from 1 January 1982 to 30 April 1982. Ph.D. preferred and applicants should be prepared to teach courses in introductory cultural anthropology and a course appropriate to their area of specialization. Position availability subject to budgetary approval. Send vitae and the names of three referees to Chairman, Department of Anthropology, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date for receipt of applications is 30 April, 1981.

**UNIVERSITY OF SASKATCHEWAN.** The Department of Anthropology and Archaeology. The Dept. has a ten month, non-renewable Sabbatical replacement position at the Lecturer level beginning 1 September 1981. Preferred areas are economic or political anthropology and research experience in the Boreal region, or Latin America or an Old World area. Teaching experience is required. The Ph.D. is preferred, but candidates for the Ph.D. may apply. Duties include 6-9 hours teaching per week in a 26 week term. Applications with curriculum vitae and the names of three referees should be sent to Dr. U. Linnamae, Head, Department of Anthropology and Archaeology. The Department has a vacancy at the Assistant Professor level, tenure-stream position. Osteology, and human palaeontology are highly desirable areas of specialization but other areas will also be considered. Experience in forensic consultative work would be useful but not necessary. Interest in and ability to teach introductory archaeology/physical anthropology and to interrelate effectively with the other sub-disciplines of anthropology are of paramount importance. A well-equipped physical anthropology laboratory has been established. Facilities and programs in the Colleges of Medicine, Veterinary Medicine and Dentistry afford opportunities for collaboration. Duties involve undergraduate and graduate teaching (M.A. level) and research. A strong publication record and teaching experience are required. The person appointed will be afforded the opportunity to revise and develop the physical anthropology curriculum. Applications with curriculum vitae and the names of three referees should be sent to Dr. U. Linnamae, Head, Department of Anthropology and Archaeology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. This position is subject to final budgetary authorization.

**UNIVERSITY OF TORONTO.** Scarborough College. Anthropology. Subject to budgetary approval, up to three contractually limited appointments, at the rank of Lecturer or Assistant Professor, for the 1981-82 session. Areas include political and legal anthropology, sex roles, language and culture, economic anthropology and ecology, complex societies, Canadian native peoples, and modern Canada. Candidates with regional interests other than Canadian will be considered. Ph.D. or equivalent required. Applications, together with curriculum vitae, should be sent to: Professor R.S. Shirley, Assistant Chairman, Anthropology, Division of Social Sciences, Scarborough College, West Hill, Ontario, M1C 1A4 by April 30, 1981.

**UNIVERSITY OF TORONTO.** Department of Anthropology. Assistant Professor. Contractually limited term appointment, three years (budget permitting). Ph.D. required. Anthropological Linguist with expertise and ability to teach the linguistics component of "Introduction to Anthropology", and undergraduate or graduate courses in two or more of the following areas: symbolic anthropology, language and ideology, cognitive anthropology, language and culture, ethnography of speech and text, Amerindian and Inuit studies. Preference will be given to candidates who can also teach all or part of "The Anthropology of Sex Roles". Base salary for Assistant Professor. Send enquiries, curriculum vitae, and names of three referees to Dr. M.R. Kleindienst, Chairman, Department of Anthropology, University of Toronto, Toronto, Ontario, M5S 1A1. Effective Date: July 1, 1981. Closing Date: April 30, 1981.

**McMASTER UNIVERSITY.** Anthropology. The department of Anthropology seeks a person for a junior position in Physical An-

## NOTICE — DEADLINE FOR ADS

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thropology, effective July 1, 1981. We particularly seek persons with competence in one or more of the following fields: Human Evolution, Primate Behaviour, Osteology, or Medical Anthropology. Applicants should hold the Ph.D. at the time of appointment and should be legally employable in Canada at the time of application. Interested applicants should submit a C.V. and the names of three referees to: Appointments Committee, Department of Anthropology, McMaster University, Hamilton, Ontario, L8S 4L9.

## ARCHITECTURE

**UNIVERSITY OF GUELPH.** School of Landscape Architecture. Faculty Position. Applicants are invited for a position in Landscape Architecture. Qualifications: M.L.A. plus teaching and/or substantial professional experience preferred. Duties: undergraduate and graduate instruction in core design and design implementation courses, and some graduate supervision. Terms of Appointment: Assistant Professor rank on a probationary (continuing) basis for 9 months/year commencing on or about August 1, 1981. Salary negotiable. Curriculum vitae and two letters of reference should be sent not later than May 1st, 1981 to: Professor J.D. Milliken, Acting Director, School of Landscape Architecture, University of Guelph, Guelph, Ontario, Canada N1G 2W1.

## ARTS

**THE UNIVERSITY OF WESTERN ONTARIO.** Visual Arts. Nine months appointment (sabbatical replacement) subject to the availability of funds. Lecturer/Assistant Professor rank. M.F.A. or equivalent in printmaking with experience in teaching lithography, relief and intaglio required; and exhibition record is desirable. Applicants should accompany curriculum vitae with slides. Please send applications, documentation and references to: Dr. José L. Barrio-Garay, Chairman, Department of Visual Arts, The University of Western Ontario, London, Ontario, N6A 5B7.

**MCMMASTER UNIVERSITY.** Art & History. Applications are invited to fill the position of Assistant Professor of Art History, effective July 1, 1981, for a contractually limited period of one year. Ph.D. with some teaching experience is required and some publications preferred, with primary interest in the Italian field. To teach Mediaeval and early Renaissance courses at the undergraduate level. Salary dependent upon qualifications. Assistant Professor floor level for 1980-81 is \$19,175.00. Applications including curriculum vitae and names of three referees should be sent to: Professor George Wallace, Chairman, Department of Art & History, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2.

**UNIVERSITY OF WESTERN ONTARIO.** Visual Arts. Art Historian. Nine months appointment (sabbatical replacement), subject to the availability of funds. Assistant Professor rank. Ph.D. or near completion. One undergraduate course in modern art (1900-1945); one undergraduate course in art theory and criticism; and an undergraduate seminar on a selected topic of modern art. Please send applications, documentation and references before April 30 to: Dr. José L. Barrio-Garay, Chairman, Department of Visual Arts, The University of Western Ontario, London, Ontario, N6A 5B7.

**UNIVERSITY OF SASKATCHEWAN.** Art Department. Art Historian. Assistant Professor — \$21,120 minimum current scale. Tenure-track. July 1981. Ph.D. required. Competence in Medieval and Romanesque Art and Architecture; half a basic survey and another course; include names and addresses of three referees; off-prints (indicate which materials you wish returned). Applications deadline: April 30, 1981. Note: Canadian listings may be subject to citizenship/residency requirements. Send applications to: E. Bornstein, Acting Head, Art Department, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0V0, Canada.

## BIOLOGY

**THE UNIVERSITY OF OTTAWA.** Department of Biology. The Department expects to fill several tenure-track positions for, and dur-

ing, the 1981-82 academic year. Appointments will normally be at the Assistant Professor level, but applications for appointment at higher ranks will be considered. The research/teaching qualifications of the applicant, rather than the area of specialization, are of prime importance. Appointees will be expected to maintain an active, externally funded, research program and to contribute to undergraduate and graduate teaching. The University of Ottawa is a bilingual institution: the ability to lecture in both English and French will be a definite asset. Applicants should submit, by May 1, 1981, curriculum vitae, a brief description of teaching interests and future research plans, and should arrange to have three letters of recommendation sent to: Dr. David L. Brown, Chairman, Search Committee, Department of Biology, University of Ottawa, Ottawa, Canada K1N 6N5.

**UNIVERSITÉ D'OTTAWA.** Le Département de Biologie. Le département prévoit avoir quelques postes vacants à combler avant le début de l'année scolaire 1981-1982. Ces postes, au rang de professeur adjoint, pourront conduire à l'obtention de la permanence. L'engagement de candidats au niveau de professeur agrégé ou de professeur titulaire sera aussi pris en considération. Lors du choix des candidats, la compétence en enseignement et en recherche primera sur le domaine de leur spécialisation. Ils devront maintenir un programme de recherche active subventionné par des organismes extra-universitaires et participer aux programmes d'enseignement de premier, deuxième et troisième cycles. L'Université d'Ottawa étant une institution bilingue, il serait préférable que les candidats puissent enseigner en anglais et en français. Les candidats doivent soumettre, avant le 1er mai, 1981, leur curriculum vitae, une description des domaines biologiques dans lesquels ils désirent enseigner et poursuivre leur recherche. Les candidats devront aussi demander à trois responsables de soumettre des lettres de recommandation. Toute correspondance doit être adressée au: Président du comité de sélection, Département de Biologie, Faculté des Sciences et de Génie, Université d'Ottawa, Ottawa, Canada, K1N 6N5.

**LAURENTIAN UNIVERSITY.** Department of Biology. Botanist. Applications are invited from reputable qualified men and women for a 2-year sessional position in the department of biology. The successful candidate would be required to participate in an introductory Biology course, teach a second-year text course on The Plant Kingdom and to participate in other upper-year Botany courses in keeping with the ecological orientation of the Department. Minimum qualifications: Ph.D. or equivalent, plus at least two years of University teaching experience. Rank and salary will be dependent upon experience. Bilingual (English/French) applicants preferably. Send your curriculum vitae and the names of three referees to: Dr. F.V. Clulow, Chairman, Department of Biology, Laurentian University, Sudbury, Ontario, P6E 2G6. The closing date will be when the position is filled.

**UNIVERSITY OF GUELPH.** Department of Microbiology. Assistant Professor of Microbiology. Applications are invited for the above position which will become available on or before September 1st, 1981. The Department offers a broadly-based Honours program in Microbiology, and graduate training leading to the M.Sc. and Ph.D. degrees. It is anticipated that the diverse research program of the Department will shortly increase its emphasis on recombinant DNA technology (biotechnology). The Department has continuing interests in the Fundamental aspects of fish diseases, ultrastructure and virology. The successful applicant will hold a Ph.D. degree, and be fully qualified in general microbiology, in addition to his/her area of specialization. Post-doctoral, or other relevant experience, is desirable. The ability to teach courses in water microbiology and/or microfungi would be an asset. The position will be probationary, leading to tenure for tenure. The salary will depend on qualifications and experience, and the appointment will be subject to final budgetary approval. Applications will be received until the position is filled, preferably by July 1st, 1981. They should include a detailed Curriculum vitae and the names and addresses of three referees, and be sent to: Dr. D.C. Jordan, Chairman, Department of Microbiology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

**ST. FRANCIS XAVIER UNIVERSITY.** Department of Biology. A tenure-track vacancy is to be filled no later than September 1, 1981.

Applications are invited from persons who hold the Ph.D. degree, preferably with post-doctoral experience, and who have competence in Cell Biology, and in Developmental Biology or some cognate area. Teaching responsibilities involve undergraduate courses, and the appointee will be expected to develop a strong research program. Salary and rank will be commensurate with qualifications and experience. Each applicant should submit a curriculum vitae, and the names of three referees, and a statement of research objectives. Requests for additional information and applications should be sent to: Dr. L.P. Chlason, Chairman, Department of Biology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. Telephone (902) 867-2241.

**UNIVERSITY OF MANITOBA.** Biology. Resident Biologist. Applications are requested for the position of resident biologist at the University of Manitoba Field Station (Delta Marsh). The position is a full-time term appointment as a lecturer and renewable on a yearly basis. Applicants should have an established interest in field biology teaching and research. The University Field Station serves as an outdoor laboratory in the Faculty of Science. It provides year-round facilities for research and instruction at the undergraduate, graduate and professional levels. It is located on the southern shore of Lake Manitoba, 120 km west of Winnipeg. The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application. Applicants including curriculum vitae, publications and names of three referees should be sent by April 30, 1981 to: Dr. J.M. Shay, Chairman, Search Committee, 230 Macbray Hall, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

**MCILLIVIN UNIVERSITY.** Division of Reproductive Biology. Department of Obstetrics and Gynecology. An immediate opening for a Developmental Biologist/Reproductive Biologist at assistant professor level. Candidates must have a Ph.D. or M.D. degree followed by 2-4 years of relevant postgraduate training; they are expected to establish their own research group and to compete for independent outside grant support. Closing date for applications is April 30, 1981. Send curriculum vitae and three letters of reference to: Dr. K.B. Rul, Division of Reproductive Biology, Royal Victoria Hospital, 587 Pine Avenue West, Montreal, Quebec, Canada, H3A 1A1.

**UNIVERSITY OF SASKATCHEWAN.** Department of Biology. Postdoctoral fellow in aquatic ecosystems. Bioavailability and recycling of heavy metals. Salary negotiable. Curriculum vitae and references to: Dr. U.T. Hammer, Biology Department, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**CONCORDIA UNIVERSITY.** Department of Biology. A sabbatical replacement position is available in Physiology at the Assistant Professor level, August 1, 1981 - May 31, 1982. Candidates must have a Ph.D. completed and be prepared to teach undergraduate courses in Animal Physiology and Cell Physiology. Applicants should submit a recent Curriculum Vitae and names of three referees to: Dr. R. Roy, Chairman, Department of Biology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

**TRENT UNIVERSITY.** Department of Biology. Applications are invited for a sessional appointment at the lecturer or assistant professor level commencing July 1, 1981. Preference will be given to applicants holding a Ph.D. degree or equivalent. Duties will include teaching half-courses in Wildlife Biology and Biogeography as well as providing assistance in teaching at the 1st-year or 2nd-year level. The appointment will be subject to budgetary approval. Applications including a curriculum vitae and names of three referees to be sent to: Professor Roy L. Edwards, Chairman, Department of Biology, Trent University, Peterborough, Ontario K9J 7B8.

## BOTANY

**UNIVERSITY OF ALBERTA.** Department of Botany. Mathematical Plant Ecologist. The department invites applicants for a tenurable position at the assistant professor level. Qualifications include training in systems modelling and/or plant population biology. The successful candidate will be expected to develop a research program in ecophysiological and/or population

modelling. Interest in team research on plants and processes of cold regions is desired. Responsibilities include teaching elementary ecology and graduate courses in the applicant's area of specialization. Excellent computing and controlled environmental facilities are available. The current minimum salary for an assistant professor at the University of Alberta is \$21,269.00. The University of Alberta is an equal opportunity employer. Starting date: July 1, 1981. Application deadline: 30 April, 1981. Applications with Curriculum Vitae and 3 letters of reference should be submitted to: Search Committee, c/o Mrs. J.B. Kurie, Department of Botany, The University of Alberta, Edmonton, Alberta, T6G 2E9, Canada. Telephone: (403) 432-5631.

## BUSINESS ADMINISTRATION AND COMMERCE

**MOUNT SAINT VINCENT UNIVERSITY.** Business Administration. Mount Saint Vincent University is accepting applications for a two-year appointment in its Business Administration Department in the area of general management with interest in teaching courses in small business, labour relations or organizational behaviour. A Ph.D. in Management or M.B.A. with appropriate work experience is preferred. Position to commence July 1, 1981. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

**MOUNT SAINT VINCENT UNIVERSITY.** Business Administration. Mount Saint Vincent University is accepting applications for a sabbatical replacement in the area of Management in the Department of Business Administration to commence August 1, 1981 for a period of nine months. Responsibilities include teaching undergraduate courses in the process of management, personnel management and international management. A Ph.D. in management or M.B.A. with appropriate work experience is preferred. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

**MCMMASTER UNIVERSITY.** Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Finance, (iii) Management (iv) Organizational Behaviour, (v) Personnel and Industrial Relations. Rank depends on qualifications and experience, preferably at the Assistant or Associate Professor level. Visiting appointments are also possible. Ph.D. or DBA degree is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Information Systems will be expected to contribute to the Ph.D. program. Applicants in Marketing will be expected to teach courses in Introductory Marketing. International Business will include courses in International Marketing and International Management. Applicants in the fields of Organizational Behaviour and Personnel and Industrial Relations with teaching proficiency in both areas will be given preference. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open; July 1st, 1981 is preferred. Application date closes when position is filled. Applications should be sent to: Dr. A. Z. Szendrovits, Dean, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4M4.

**THE UNIVERSITY OF ALBERTA.** Faculty of Business Administration and Commerce. Applications are invited for faculty positions from those with teaching and research experience in: accounting, management information systems, finance, management science, marketing, business policy, industrial relations and legal relations. Ph.D. or equivalent is desirable. Salary and rank depend on qualifications. Applications welcome until positions are filled. Appointments normally effective July 1, 1981. Resume to: Dr. P. Smith, Dean, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.

**BROCK UNIVERSITY.** Administrative Studies. Applications are invited for teaching positions. Candidates should have competence in one or more of the following



areas: Marketing, Management, Accounting, Organizational Behaviour. A Ph.D., a Ph.D. in progress, or the equivalent is preferred. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to: J. R. Hanrahan, Director, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1.

**ALGOMA UNIVERSITY COLLEGE.** Department of Commerce. Applications are invited for one faculty position from those with teaching and research interests in accounting. The qualifications requested include a minimum of an M.B.A. and/or professional certification plus practical experience and/or a successful teaching period. The appointment would be effective July 1, 1981. Rank open, salary commensurate with qualifications and experience (floor 1980-81 for Assistant Professor \$19,320). Applications will be accepted until the position is filled. Applications, official transcripts and curriculum vitae should be accompanied by the names of three referees and should be forwarded to: Dr. Robert G. Ewing, Dean, Algoma University College, Sault Ste. Marie, Ontario, P6A 2G4.

**UNIVERSITY OF SASKATCHEWAN.** Business Administration and Commerce. Applications are invited for faculty positions from those with teaching and research interests in Accounting, Finance, Industrial Relations, Management, Management Science, Marketing and Organizational Behavior. A Ph.D. or equivalent is desirable. Masters level or equivalent will be considered for re-entry or term appointments. Both men and women are invited to apply. Salary and rank are dependent on qualifications. Applications are welcome until positions are filled. Appointments are normally effective July 1st. Please send resumes to: Dr. P. Michael Maher, Dean, College of Commerce, University of Saskatchewan, Saskatoon, Canada, S7N 0W0.

**DALHOUSIE UNIVERSITY.** International Business. Full-time faculty position in the tenure stream with responsibilities for teaching and research in any area of international business, rank open, Ph.D. required. Effective 1st July 1981, or later. Send C.V. and names of three referees to: Dr. Alan M. Rugman, Director, Centre for International Business Studies, Dalhousie University, Halifax, Nova Scotia, Canada S3H 1Z5. Tel: (902) 424-6553.

**CARLETON UNIVERSITY.** School of Commerce. Applications are invited for tenure-track positions in Accounting or Information Systems. Applicants should have Ph.D. in hand or near completion or alternatively M.B.A. and professional accounting designation. Teaching interest at undergraduate level with continuing research work desired. Rank and salary commensurate with qualifications and experience. Appointments as of July 1, 1981. Send resume and references to: Dr. Derek Acland, C.A., School of Commerce, Carleton University, Ottawa, Ontario, K1A 5B6.

**CARLETON UNIVERSITY.** School of Commerce. Management Studies. Applications are invited at various ranks for one-year visiting appointments in the areas of Marketing, Accounting and Information Systems. Strong teaching and research plus research interests desired. Ph.D. or equivalent required. Rank and salary dependent on qualifications and experience. Appointments normally effective July 1, 1981. Send resume to: Dr. Derek Acland, School of Commerce, Carleton University, Ottawa, Ontario, K1A 5B6.

**BISHOP'S UNIVERSITY.** Business and Administration. Applications are invited for a one-year appointment in accounting and/or finance at the rank of lecturer or assistant professor, to replace a professor on sabbatical leave, effective July 1, 1981. Ph.D. or M.B.A. and relevant work experience are required. Duties involve undergraduate teaching of Accounting courses and/or Basic Finance courses. The 1981-82 salary floors of the University will be: Lecturer \$20,967, Assistant Professor \$26,209. Applications with curriculum vitae and names of three referees should be addressed to: Dr. K. J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Qué. J1M 1Z7.

**CONCORDIA UNIVERSITY.** Business Administration and Commerce. The position of Department Chairman will become vacant on June 1, 1981. Applications are invited from persons having aptitude and interest in a challenging, managerial role. Please send complete resume to: Dean of Commerce and Administration, Concordia University, 1455 de

Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

**CONCORDIA UNIVERSITY.** Business Administration and Commerce. Finance. The position of Department Chairman will become vacant on June 1, 1981. Applications are invited from persons having aptitude and interest in a challenging, managerial role. Please send complete resume to: Dean of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

**CONCORDIA UNIVERSITY.** Business Administration and Commerce. Quantitative Methods. The Quantitative Methods Department is seeking applicants for the position of Department Chairman. Applications are invited from persons having aptitude and interest in a challenging, managerial role. Please send complete resume to: Dean of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

## CHEMISTRY

**UNIVERSITY OF GUELPH.** College of Physical Science, Department of Chemistry. The Department invites applications for a tenure-track assistant professor in Analytical Chemistry. Duties include teaching undergraduate and graduate courses in analytical chemistry. Excellent growth potential exists as part of the Guelph-Waterloo Centre for Graduate work in Chemistry. The department is interested in high quality applicants in bioanalytical chemistry, electrochemistry, analytical applications in surface or polymer science, and in areas of experimental chemistry with potential for analytical applications. Applicants should provide a complete curriculum vitae, a brief description of research interests, a transcript of academic record and the names of three referees to: Edward G. Janzen, Chairman, Department of Chemistry, University of Guelph, Guelph, Ontario N1G 2W1. Position subject to budgetary approval.

**UNIVERSITY OF TORONTO.** Department of Chemistry. Postdoctoral Research Position. Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in the following fields: Biorganic and bioinorganic chemistry, including enzyme catalysis, properties of biological membranes, microbe studies, biopolymers. Structural and synthetic organic chemistry, natural products, organometallic chemistry. Physical organic chemistry, including fast reactions in solutions, carbonium ion and free radical chemistry. Polymer chemistry, synthesis and pyrochemistry. Analytical chemistry, and applications to archaeological and environmental problems. Inorganic chemistry, synthesis, structure and reaction mechanisms, catalysis, metal atom synthetic chemistry and catalysis. Quantum chemistry, computer simulation of synthetic pathways. Photochemistry of organic and inorganic. Surface chemistry via ellipsometry and resonance raman studies, matrix isolation spectroscopy. Reaction dynamics and molecular energy transfer studied with chemical lasers, molecular beams, shock tubes, dye laser spectroscopy, mass spectrometry. Theoretical studies on reaction dynamics. Intramolecular dynamics and laser-assisted chemistry. Picosecond laser spectroscopy and photophysics. Non-linear laser spectroscopy, coherence phenomena. NMR studies of molecular motion and structure. X-ray diffraction studies. Statistical mechanics of dense fluids, polymer chains, phase transitions, structure of liquids, chemical kinetics. Stipend for the first year will be \$11,700 minimum (depending on qualifications and experience), with the possibility of a one-year renewal, and curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor K. Yates, Chairman, Department of Chemistry, University of Toronto, Toronto, Ont. at times rank, Lecturer (Floor — \$20,967) or Assistant Professor (Floor — \$26,209). Applicants must have a Ph.D. and preferably some teaching experience. Please submit applications with curriculum vitae and names of three referees prior to May 1, 1981 to: Dr. K. J. Kuepper, Dean of

the Faculty, Bishop's University, Lennoxville, Québec, J1M 1Z7.

**MCMASTER UNIVERSITY.** Department of Chemistry. Applications are invited for postdoctoral fellowships in all areas of chemistry, and the following specific areas: Organic chemistry, carbonium ion structures, Lewis acids, energy storage (R. F. Childs); analytical chemistry involving inorganic trace analysis, stress/strain concentration and GFAA methods (A. G. Corsini); electron spectroscopy of gases (PES; EELS), and surfaces (EELS; EXAFS) (A. Hitchcock); synthesis of polyelectrolytes and polypeptides and their reaction products with transition metals (C. J. L. Lock); synthesis and biosynthesis of natural products (D.B. MacLean); analytical and toxicological studies on organic environmental pollutants and carcinogens (B. E. McCarry, M.A. Ouilam); use of transition metal sandwich complexes in organic synthesis (M. J. McGlinchey); thermodynamic and neutron scattering studies of molecular solids (J. A. Morrison). Annual stipends from \$12,900 to \$14,100. Applicants should submit curriculum vitae and the names of three referees to: Dr. G. W. King, Chairman, Department of Chemistry, McMaster University, Hamilton, Ontario, Canada L8S 4M1.

## CLASSICAL STUDIES

**UNIVERSITY OF WATERLOO.** Department of Classical Studies. One year appointment at level of Lecturer or Assistant Professor, subject to the availability of funds. Teaching duties include courses in Latin, Greek and Classical Civilization. Salary dependent on qualifications. Send curriculum vitae to: Dr. P. Forsyth, Chairman, Department of Classical Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

## COMPUTER SCIENCE

**THE UNIVERSITY OF BRITISH COLUMBIA.** Department of Computer Science. Applications are invited for several full-time tenure track positions at the Assistant, Associate and Full Professor levels, to begin July 1, 1981, and for visiting positions at all levels as well. A Ph.D. in Computer Science or a related field is required, but candidates from all areas of specialty will be considered. Duties include undergraduate and graduate teaching, supervision of graduate students and research. Apply to: P.C. Gilmore, Head, Department of Computer Science, University of British Columbia, Vancouver, B.C., Canada, V6T 1W5. Applications should include a c.v. and names of three referees.

**THE UNIVERSITY OF LETHBRIDGE.** Department of Mathematical Sciences, Computing Science. Rank: One position at Assistant Professor level. Qualifications: Ph.D. or near completion. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004 - \$30,794. Applications: Including a curriculum vitae, transcripts, three letters of reference and a summary of research goals should be sent to: The Chairman, Department of Mathematical Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing Date: When position filled.

**THE UNIVERSITY OF WESTERN ONTARIO.** Department of Computer Science. The Computer Science Department at the University of Western Ontario has an opening for a visiting assistant professor beginning July 1, 1981. Candidates with a Ph.D. whose interests lie in the area of hardware design, microprocessors, or theory of computation will be given preference. This appointment is subject to availability of funds. Interested candidates should contact: The Chairman, Department of Computer Science, The University of Western Ontario, London, Ontario, Canada. N6A 5B9. Telephone: (519) 679-3557.

**MCMASTER UNIVERSITY.** Computer Science. Assistant Professor, one contractually limited appointment for 2 years. Ph.D. in Computer Science. Preference will be given to applicants who are eligible for employment in Canada at the time of application. Teaching especially at

undergraduate level; and research. Salary dependent on qualifications and experience. Minimum 1980/81 \$19,175. Send curriculum vitae and names of three referees to: Dr. T. Husan, Professor and Chairman, Mathematical Sciences, McMaster University, Hamilton, Ontario, Canada, L8S 4K1. Effective July 1, 1981 or September 1, 1981. Closing Date: May 31, 1981.

**THE UNIVERSITY OF MANITOBA.** Department of Computer Science. The department has a vacancy at the Assistant Professor level. This is a tenure-track position. A Ph.D. in Computer Science is required. The department is particularly interested in candidates with qualifications in software and systems, with special reference to business applications. Business or industrial experience would be an advantage. The candidate will be expected to teach at undergraduate and graduate levels, and to pursue research in Computer Science. The current minimum salary for Assistant Professors is \$20,254.00 per annum. The University encourages both men and women to apply for this position, and especially invites applications from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application. Date of appointment — July 1, 1981. Applicants should submit a curriculum vitae and the names of three referees to: Dr. R.G. Stanton, Head, Department of Computer Science, 545 Machray Hall, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

**UNIVERSITY OF GUELPH.** Department of Computing and Information Science. Applications are invited for both contractually limited and probationary appointments at the Assistant or Associate Professor level in Computing and Information Science. Candidates must have a Ph.D. degree in computing science or allied discipline. Teaching and/or industrial experience with a research commitment in applied system analysis or data base technology are desirable. Duties will include undergraduate teaching in introductory courses as well as any of the following: computer structures, operating systems, data bases, system analysis, programming languages, software engineering and data communications. Salary will commensurate with qualifications and experience. Subject to final budgetary approval. Applicants should provide a complete curriculum vitae with the names of three referees to: Dr. J.G. Linders, Chairman, Department of Computing and Information Science, University of Guelph, Guelph, Ontario, N1G 2W1.

## DANCE

**YORK UNIVERSITY.** Dance. Sabbatical replacement position in dance history and criticism, to teach in undergraduate and MFA programs, effective September 1, 1981 until June 30, 1982. Qualifications: Master's degree and/or professional experience. Applications deadline: May 1, 1981. Send applications to: Yves L.-Ph. Cousineau, Chairman, Dance Department, Faculty of Fine Arts, York University, Downsview, Toronto, Ontario, M3J 1P3. Position subject to budgetary approval.

## DENTISTRY

**UNIVERSITY OF MANITOBA.** Faculty of Dentistry. Oral Pathologist. Applications are invited for a position in the Department of Oral Biology. Candidates should have a dental degree and/or medical degree and should have completed an accredited graduate program or post-graduate certification program in pathology. The Department of Oral Biology is responsible for the teaching of general pathology and oral pathology to dental undergraduate and dental hygiene students. The successful candidate will be expected to teach in graduate and post-graduate programs in the Faculty, assist in clinical diagnosis and undertake research. Salary and rank are negotiable depending upon qualifications and experience. The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application. This position is available July 1, 1981, or as soon thereafter as possible. Applications with curriculum vitae and names of three referees or requests for information should be submitted to: Dr. Ian R. Hamilton, Head, Department of



Oral Biology, Faculty of Dentistry, The University of Manitoba, 780 Bannatyne Avenue, Winnipeg, Manitoba, Canada. R3C 0W3. (204) 786-3703.

**THE UNIVERSITY OF ALBERTA - Faculty of Dentistry.** The faculty invites applications for full-time staff positions in Biomaterials, Diagnosis and Oral Radiology, Fixed Prosthodontics, Operative Dentistry, Orthodontics, and Periodontics. The undergraduate class sizes are 50 in dentistry and 40 in dental hygiene. Rank and salary are commensurate with education and experience. Intra-mural private-practice facilities and staff are available. Clinical applicants should be eligible for licensure in the province. All inquiries and curriculum vitae should be forwarded within one month to Dean G.W. Thompson, Faculty of Dentistry, The University of Alberta, Edmonton, Alberta, Canada, T6G 2N8.

**THE UNIVERSITY OF BRITISH COLUMBIA.** Faculty of Dentistry. The University is seeking a Head for the Department of Oral Medicine. This department presently has academic responsibility for the undergraduate teaching of Oral Diagnosis, Oral Radiology, Oral Medicine, Oral Pathology and both undergraduate and graduate teaching of Periodontology. The prospective candidate should have dental qualifications permitting registration with the College of Dental Surgeons of B.C., appropriate graduate training in one or more of the areas listed above, and extensive teaching and research experience. A demonstrated ability in administration would be an asset. The successful applicant will be granted an academic rank appropriate to his or her scholastic accomplishments. Salary is negotiable. Proposed date of appointment is July 1, 1981. Applications accompanied by curriculum vitae, nominations or inquiries should be directed to: The Chairman, President's Selection Committee (Oral Medicine), Office of the Dean, Faculty of Dentistry, No. 312 - 2194 Health Sciences Mall, The University of British Columbia, Vancouver, B.C. Canada, V6T 1W5.

## DRAMA

**ACADIA UNIVERSITY.** Summer School. Applications are invited to teach a course in Modern Drama during summer school, 6 July - 14 August. Salary still to be negotiated, but not less than \$2,800. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Dr. Raymond H. Thompson, Head, Department of English, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Deadline for applications — 30 April 1981.

**QUEEN'S UNIVERSITY.** Department of Drama. Applications are invited for a Technician-Designer and a Lecturer or Assistant Professor level dependent on qualifications. To teach one course in Production and one Introductory course in Design, and to oversee the technical needs of the department theatre plant. Salary negotiable. Candidates of both sexes are equally encouraged to apply. Appointment date July 1st, 1981. The contract will be for two years, but is not a tenure track appointment. Applications should be directed to J.A. Eurlinger, Director of Drama, Queen's University, Kingston, Ont. K7L 3N6. Applications open until position is filled.

**UNIVERSITY OF SASKATCHEWAN.** Dept. of Drama. Vacancy: One Tenurable Position. The Department of Drama at the University of Saskatchewan, Saskatoon, Saskatchewan invites applications for the position of a full-time continuing academic appointment effective July 1, 1981. The successful candidate will have academic qualifications and professional experience with particular emphasis in Theatre Criticism, Playwriting and Dramaturgy. In addition to the teaching appointment, the applicant will be responsible for duties in the production program and must have professional experience in Play Directing. Salary and rank are dependent on qualifications and experience. Please send application, including an updated curriculum vitae with references to: Professor Tom Kerr, Head, Department of Drama, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. S7N 0W0.

**UNIVERSITY OF SASKATCHEWAN.** Department of Drama. Vacancy: Instructor/Artist-in-Residence. The Department of Drama at the University of Saskatchewan, Saskatoon, Saskatchewan has a vacancy for an instructor/artist-in-residence. The successful applicant will be responsible for acting instruction at the introductory level, focussing on fundamental techniques of

speech and performance, directing in-class readings and supplementary department productions. In addition to teaching responsibilities, the candidate will participate as an actor/director in Department productions, possess good judgement, flexibility and leadership skills. Qualifications include professional and/or university training and experience in professional theatre, experience in the teaching of the above skills is desirable. Salary, dependent upon qualifications and experience, is currently in the range of \$15,581 - \$19,811 per annum. The appointment will begin July 1, 1981 and conclude June 30, 1982, a term of twelve months. Please send applications, including an updated resume and names of references to: Professor Tom Kerr, Head, Department of Drama, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. S7N 0W0.

**UNIVERSITY OF SASKATCHEWAN.** Department of Drama. Vacancy: Instructor. The Department of Drama at the University of Saskatchewan, Saskatoon, Saskatchewan has a vacancy for an instructor of the first and second year undergraduate stagecraft program. The successful applicant will be responsible for teaching introductory and intermediate stagecraft skills. The position requires flexibility, good judgement and leadership skills, a familiarity with technical and production methods in the performing arts, and a demonstrated ability to work well in academic and artistic environments. The variety of skills to be taught are in lighting application, set construction, sound production, tool knowledge and usage, electricity, drawing interpretation and basic skills. In addition to this, the successful applicant assumes the responsibilities of Resident technical Director. Qualifications include professional and/or university training and experience in professional theatre; experience in the teaching of the above skills is desirable. Salary, dependent upon qualifications and experience, is currently in the range \$15,581 - \$19,811 per annum. The appointment will begin July 1, 1981 and continue to June 30, 1982 for the term of twelve months. Please send applications, including an updated resume and names of references to: Professor T. Kerr, Head, Department of Drama, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. S7N 0W0.

## ECONOMICS

**MOUNT SAINT VINCENT UNIVERSITY.** Department of Economics. Applications are invited for a full-time position teaching undergraduate courses in the areas of public finance, regional economics and introductory economics. Qualifications: doctorate and teaching experience preferred. Salary is commensurate with qualifications and experience. The position will commence July, 1981. Send curriculum vitae and the names of three referees to Dr. Susan Clark, Dean, Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

**DALHOUSIE UNIVERSITY.** Department of Economics. Dalhousie University invites applications for the position of Assistant or Associate Professor in the Department of Economics to commence July 1, 1981. Interested applicants should possess a Ph.D. and substantial teaching and research experience. The salary is commensurate with qualifications and experience. A curriculum vitae including the names of three referees should be addressed to: Dr. Lars Osberg, Chairman, Recruiting Committee, Department of Economics, Dalhousie University, Halifax, Nova Scotia, B3H 3J6. Closing date: when the position is filled. This position is subject to budgetary approval.

**UNIVERSITY OF SASKATCHEWAN.** Summer Sessions 1981. Economics. (July 2 - August 14). Seasonal lecturer is required for summer teaching position for the following courses: Economics — Basic problems of economic organization. Curriculum vitae and names and addresses of three referees should be submitted to the Coordinator of Summer Sessions, Division of Extension and Community Relations, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**LAURENTIAN UNIVERSITY.** Department of Economics. Seasonal or probationary teaching position subject to budgetary approval. Ph.D. or near completion. Undergraduate teaching, research. Rank according to qualifications/experience. Send C.V. and names of two referees to W.R. Cook, Chairman, Department of Economics, Laurentian University, Sudbury, Ontario,

P3E 2G6. Starting September, 1981.

**THE UNIVERSITY OF LETHBRIDGE.** Department of Economics. Rank: One position at the Assistant Professor level. Qualifications: Ph.D. or near completion. Preferred fields are monetary economics and public finance but other areas will be considered. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004 - \$30,784. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: Dr. S.G. Clarke, Chairman, Department of Economics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981/07/01. Closing Date: When position is filled.

**CONCORDIA UNIVERSITY.** Department of Economics. Economist. Senior Faculty Position. Required economist for a senior level position in the Department of Economics. Suitable candidate will also serve as the Director of the Institute of Applied Economic Research. Candidates with strong publication record and experience in various areas of applied economic research are invited to contact Professor B.S. Sahni, Chairman, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Tel: (514) 879-5623.

**CONCORDIA UNIVERSITY.** Department of Economics. Faculty positions. Positions open — One tenure track and two limited term, subject to budgetary approval. Possibly one appointment effective January, 1981; others June, 1981. Strong candidates in all fields are encouraged to apply. Department is particularly interested in attracting candidates in Labour Economics, Economic History/Climometrics, and Econometrics. Teaching at both Undergraduate and Graduate levels and supervision of theses. Forward applications to: Dr. B. Sahni, Chairman, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

**DALHOUSIE UNIVERSITY.** Department of Economics and Public Administration. Dalhousie University invites applications for a Tenure Track Position at the Assistant Professor level to commence July 1, 1981. This is a joint appointment with the Department of Economics and Public Administration. Interested applicants should possess a Ph.D. with a record of scholarship. The position requires undergraduate and graduate teaching in Public Finance. Rank and salary are commensurate with qualifications and experience. Applicants should contact Chairman, Department of Economics or Director, School of Public Administration, Dalhousie University, Halifax, Nova Scotia, B3H 3J6. Closing date: when the position is filled.

**UNIVERSITY OF TORONTO. ERINDALE CAMPUS.** Financial Economics. The University of Toronto invites applications for a tenure stream position in financial economics for the academic year beginning July 1, 1981. Applicants are expected to have completed their Ph.D. Salary will be competitive. A curriculum vitae and list of three references must accompany each application. Applications are to be submitted to Professor Stuart Turnbull, The Institute for Policy Analysis, 150 St. George Street, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

**UNIVERSITY OF WINNIPEG.** Economics. Tenure-track position teaching at the undergraduate level. Preferred fields are Trade, History of Thought and Industrial Organization, but others will be considered. Ph.D. in hand or completion near completion is required. Research potential is desirable. Salary and rank commensurate with qualifications and experience (the current floor for assistants is \$19,297 over twelve months). Send vitae and three letters of reference to Professor D. Jane Snidal, Chairman, Department of Economics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9. Applications will be received until position filled.

## EDUCATION

**UNIVERSITY OF SASKATCHEWAN.** College of Education. The College of Education invites applications for a six-month Term Appointment position in the Department of Curriculum Studies. Qualifications: Graduate degree in Education, experience and/or training in "clinical supervision".

successful teaching in the Elementary, Junior High School, or Secondary School levels. Responsibilities: The successful candidate will be required to supervise teachers in various school districts and co-ordinate other activities in the internship program. Rank and Salary: Assistant Professor. Commensurate with experience and qualifications. Employment Date: January 1, 1982. Deadline: June 30, 1981. Apply to: J.L. Galajarsingh, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF SASKATCHEWAN.** College of Education. Department for the Education of Exceptional Children. Language and Learning Disabilities. The College of Education invites applications for a ten-month term appointment in the area of Language and Learning Disabilities in the Department for the Education of Exceptional Children. Qualifications: Doctorate or near completion of a doctoral program preferred. Successful teaching experience at the Elementary and/or Secondary School level. Candidates should have a strong background in language and learning disabilities. Responsibilities: 1) Teach undergraduate and graduate courses in Language and Learning Disabilities. 2) Participate actively in in-service work. 3) Supervise interns and student teachers. Rank and Salary: Assistant Professor. Commensurate with experience and qualifications. Employment Date: September 1, 1981. Apply to: Dr. David Illebrun, Head, Department for the Education of Exceptional Children, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF BRITISH COLUMBIA.** Faculty of Education. Summer Session Position. Teach two graduate level courses: Ed. 535 Assessment in School Psychology and Ed. 536 Individual Differences Intelligence Testing. Applicant must hold a doctorate in School Psychology, have at least two years of clinical or field experience, and have taught similar courses previously. Contact: Dr. A.O. Oldridge, Education Clinic, University of British Columbia, Room 1121, 2125 Main Mall, Vancouver, B.C., V6T 1Z5.

**UNIVERSITY OF BRITISH COLUMBIA.** Department of Educational Psychology. Assistant or Associate Professor in School Psychology — tenure track. Subject to Budgetary approval. Doctorate in School Psychology plus 2 years clinical/field experience. Strong background in research design and measurement with a proven research orientation. Major responsibilities: teaching graduate courses in school psychology; supervision of clinic and field practice; supervision of masters and doctoral students; research; and possible teaching of undergraduate courses in educational psychology. Salary ranges from \$25,750 and is negotiable. Send personal vitae, names, addresses of three professional references, and two published reprints to: Dr. O.A. Oldridge, Search Committee Chairman, Education Clinic, University of British Columbia, 2125 Main Mall, Vancouver, B.C. V6T 1Z5. Effective date of employment: July 1, 1981 or September 1, 1981. Closing date for receipt of applications: May 1, 1981.

**UNIVERSITY OF SASKATCHEWAN.** Department of Continuing Education. Assistant Professor (with term). Doctorate preferred. Teaching responsibilities include courses related to continuing education with emphasis on comparative, historical and philosophical areas at graduate and undergraduate levels. Assistance with thesis and project work of students will be expected of the successful candidate. Salary will be in the assistant professor range; \$21,000 minimum for a ten month term appointment. Apply to: R.E.V. Wickert, Department of Continuing Education, College of Education, University of Saskatchewan, Saskatoon, September 1, 1981. Applications will be accepted until the appointment is made. It is expected that the appointment will be made prior to April 30, 1981.

**UNIVERSITY OF MANITOBA.** Faculty of Education. Art Education. Applications are invited at the Assistant or Associate Professor level in the Department of Curriculum: Humanities and Social Sciences in art education. Applicants should have a Ph.D. in art education or equivalent with teaching experience in public school grades. The major responsibilities of the position are teaching courses in undergraduate teacher education (art) and graduate Pre-M.Ed. and M.Ed. programs (art). Further duties include student teaching supervision, participation on com-



miltees and community service, program development, research and publication or creative works. Subject to budget approval the appointment will commence September 1, 1981. The position will be open until a suitable candidate is found. Applications should be made before June 1, 1981. However, applications will be considered until the position is filled. The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application. Please send resume and references to: Dr. H.E. May, Head, Department of Curriculum, Humanities and Social Sciences, Faculty of Education, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. (phone 204-474-9021).

**THE UNIVERSITY OF LETHBRIDGE.** Faculty of Education. Title: One position in Early Childhood Education at a level determined by qualifications and experience. Responsibilities: Expertise in curriculum and instruction for Early Childhood with supporting subject area, preferably Reading and/or Language Arts. Demonstrated teaching excellence at the Early Childhood level required and at the university level desired. Duties: Offer courses in Curriculum and Instruction for Early Childhood to students preparing to teach in kindergartens or elementary grades. Supervise student teachers in various phases of field experience. Offer in-service workshops for teachers and conduct with Early Childhood agencies in the geographic area. Salary: Commensurate with qualifications and experience. Applications: Letter of application, full curriculum vitae and names of three references to be sent to: Dr. J.M. Thorpe, Dean, Faculty of Education, The University of Lethbridge, 441 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: July 1, 1981. Closing Date: When position filled.

**UNIVERSITY OF SASKATCHEWAN.** College of Education. The College of Education invites applications for a one-year Term Appointment (1981-82) in Language Arts Education (Elementary School - Primary Level) in the Department of Curriculum Studies. Qualifications: Doctorate or near completion of doctoral program; successful teaching experience in the Elementary School especially at the primary level (K-3). Special consideration will be given to candidates who have training and experience in Language and Language Development, and/or Children's Literature, and/or Speech and Drama. Responsibilities: 1) Teach undergraduate courses in the Language Arts (Methods) courses, Children's Literature, Education Drama or Speech. 2) Supervise interns and student teachers. Rank and Salary: Assistant Professor. Commensurate with experience and qualifications. Employment Date: July 1, 1981. Deadline: When Appointment is made, but not after May 31, 1981. Apply to: Dr. J.L. Gajadharasingh, Head, Dept. of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

**UNIVERSITY OF SASKATCHEWAN.** College of Education. The College of Education invites applications for a one-year Term Appointment (1981-82) in Science Education (Elementary School, and Junior or Secondary High School Levels) in the Department of Curriculum Studies. Qualifications: Doctorate or near completion of doctoral program; successful teaching experience in the Elementary School and Junior or Secondary High School levels. Special consideration will be given to candidates who have training and experience in the supervision of student teachers and interns. Responsibilities: 1) Teach courses in Science Education and General Methods Courses. 2) supervise interns and student teachers. Rank and Salary: Assistant Professor. Commensurate with experience and qualifications. Employment Date: July 1, 1981. Deadline: When Appointment is made, but not after May 31, 1981. Apply to: Dr. L. Gajadharasingh, Head, Dept. of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF MANITOBA.** Education Faculty. Applications are invited for a term appointment at the rank of Assistant or Associate Professor in the Educational Psychology Department subject to budgetary consideration. The successful candidate will be expected to: 1) Develop a program in the area of Behavioral Disorders/Emotional Disturbance and 2) Teach at the graduate and undergraduate level in areas related to the broad area of special education. Preference will be given

to candidates with a Ph.D. or equivalent and demonstrated competence in teaching and/or the delivery of services to those identified as behaviorally disordered/emotionally disturbed and related research. The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application. This position is available July 1, 1981 and will remain open until a suitable candidate is found. Applicants should forward their curriculum vitae and the names of three references to: Dr. J. Hughes, Chairman, Search Committee, Education Faculty, University of Manitoba, Winnipeg, R3T 2N2.

**CONCORDIA UNIVERSITY.** Department of Education. One position - one year terminal - sabbatical replacement in the area of Social Foundations of Education. Ph.D. or equivalent with active research and teaching interests in one or more of the disciplines and areas related to Social Foundations of Education. French/English bilingual an advantage. Responsibilities include teaching at the undergraduate and graduate levels and supervision of theses. Salary negotiable, based on experience and qualifications. Send applications to: Arpi Hamalian, Chairman, Department of Education, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. Appointment Date: June 1981 or as soon as possible after that date.

**MOUNT SAINT VINCENT UNIVERSITY.** Education. The department invites applications for a position in educational psychology including thesis to learning and educational measurement. Ability to teach special education or curriculum development would be an asset. Responsibilities include teaching B.Ed., Masters and in-service courses and supervision of student teachers. Qualifications: Doctorate with teaching experience preferred. Rank and salary in accordance with qualifications and experience. Position to commence July 1, 1981. Send curriculum vitae and the names of three references to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2A5.

**MCGILL UNIVERSITY.** Faculty of Education. Professor - Reading Education (needed 3 or 4 for summer clinical work). Applicant should have earned doctorate in Reading, Education Psychology, Special Education, English Education or other appropriate area. Must have had college/university level teaching experience in area and supervision of clinical experience. Rank and Salary dependent on qualifications and experience. Needed for Summer 1981 Session: July 6 - July 30. Contact Dr. Frank Greene, Director, McGill University Reading Centre, 3700 McTavish, Montreal, Quebec H3A 1Y2. (Phone: 514-392-8888).

**MCGILL UNIVERSITY.** Education. The Faculty of Education, McGill University, is considering plans for a one-month summer program for combining a program for children and teacher training. Applications are being sought for a Co-ordinator of the program, expert in gifted education, who must have experience administering such summer schools for gifted children and teachers. Also sought are at least five Demonstration Teachers experienced with specific curricular models in teaching the gifted, in supervision of student teaching, and in teaching gifted children in recognized programs. Send resume to: Dr. Real Boulianne, Faculty of Education, 3700 McTavish, Montreal, Quebec H3A 1Y2.

**UNIVERSITY OF PRINCE EDWARD ISLAND.** Faculty of Education. The Faculty of Education at U.P.E.I. invites applications for a tenure-track position in Language Arts and Reading Instruction. Doctorate, or near completion of doctoral studies required; successful public school teaching experience is required and some university teaching experience would be an asset. Responsibilities: (1) Teach courses in Language Arts at the elementary and secondary levels; (2) teach courses in reading instruction at the elementary level; (3) supervise student teaching and offer in-service workshops for teachers. Employment date: July 1, 1981. Deadline: When position is filled. Rank and Salary: Commensurate with qualifications and experience. Apply to: The Dean of Education, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3.

**BRANDON UNIVERSITY.** Faculty of Education. Position: One-year replacement Faculty Member in Curriculum & Instruction: Math/Science. Rank: Assistant Professor. Qualifications: Doctorate preferred. Minimum of Masters in Cur-

riculum/Math/Science. Position Description: Teach Elementary Science Methods to students in Certification year of B.Ed. degree. Supervise student teachers in the field. Work in development of computer applications in the classroom. Salary: Negotiable, in accord with qualifications and experience. Starting Date: 1 September, 1981. Application Deadline: When position filled. Letters of Application: Send curriculum vitae and three letters of recommendation to: Dr. Dale T. Hayes, Dean, Faculty of Education, Brandon University, Brandon, Manitoba, R7A 6A9.

**BRANDON UNIVERSITY.** Faculty of Education. Position: Two-Year Term Faculty Member in Administration & Education Services: Audio Visual. Rank: Lecturer. Qualifications: Master's degree preferred, but extensive background in Audio Visual Services is a requirement. Position Description: Teach courses in Audio Visual Education including micro-teaching; supervise student teachers in the field, provide audiovisual services to the Department. Salary: Negotiable, in accord with qualifications and experience. Starting Date: 1 September, 1981. Application Deadline: When position filled. Letters of Application: Send curriculum vitae and three letters of recommendation to: Dr. Dale T. Hayes, Dean, Faculty of Education, Brandon University, Brandon, Manitoba, R7A 6A9.

**UNIVERSITY OF MANITOBA.** Faculty of Education (TESL Education). Applicants are invited at the Assistant or Associate Professor level in the Department of Curriculum, Humanities and Social Sciences in Education. This is a term appointment with possibility of annual renewal. Applicants should have a Ph.D. in education or equivalent with specialization in the theory and practice of teaching ESL. The major responsibilities of the position are teaching courses in undergraduate and graduate Pre-M.Ed. and M.Ed. programs. Competency is expected in ESL/EFL methodology, Language acquisition and development, bilingual education, curriculum development and research design. A minor portion of the teaching responsibility will be in the area of elementary language arts. Further duties include student teaching supervision, participation on committees and community services, program development, research and publication. Subject to budget approval the appointment will commence September 1, 1981; therefore, application should be made before July 1, 1981. The position will be open until a suitable candidate is found. Thus, applications will be considered until the position is filled. The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application. Please send resume and references to: Dr. H.E. May, Head, Department of Curriculum, Humanities and Social Sciences, Faculty of Education, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2 (phone 204-474-9021).

**BRANDON UNIVERSITY.** Faculty of Education. Position: Full-time Faculty Member, One year appointment replacing a person on sabbatical leave. Rank: Assistant Professor of Education or in accord with qualifications and experience. Qualifications: Doctorate preferred. Minimum of Masters in Education. Position Description: 1/2 time Director of Field Experiences, 1/2 time to be arranged in either Science/Math, Education, Reading, Language Arts, Speech/Drama, Educational Administration or Community and Adult Education. Salary: Negotiable, in accord with qualifications and experience. Starting Date: 1 September, 1981. Application Deadline: When position filled. Letters of Application: Send curriculum vitae and three letters of recommendation to: Dr. Dale T. Hayes, Dean, Faculty of Education, Brandon University, Brandon, Manitoba, R7A 6A9. Special Note: Position contingent on Continued Funding.

## ENGINEERING

**DALHOUSIE UNIVERSITY.** Engineering - Physics. Two-faculty positions. Dalhousie University and the Technical University of Nova Scotia are intending to establish a Department of Engineering-Physics to be situated at the latter institution. The department evolved from a long established programme in engineering-physics at Dalhousie. Two faculty appointments will be available in the new department at the Assistant or (exceptionally) the Associate

Professor level. The Appointees will be required to teach courses in applied science, preferably in the fields of acoustics and materials. Evidence of success in innovative applied research will be required. Candidates should be professional engineers, or be willing to acquire P. Eng. status reasonably soon after appointment. The positions should be filled on or about 1st July, 1981 and the contract of employment would be with the Technical University of Nova Scotia. For further information, write to: Dr. H.W. Jones, Director, Engineering-Physics Programme, Department of Physics, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

## ENGINEERING-AGRICULTURAL

**UNIVERSITY OF ALBERTA.** Department of Agricultural Engineering. The Department of Agricultural Engineering requires a Research Associate. Duties: To initiate and conduct research in collaboration with Academic Staff into Agricultural Engineering aspects of animal housing with particular emphasis on environmental control. Qualifications: Candidates will require a minimum of an M.Sc. in Agricultural Engineering with appropriate experience in animal housing computer modelling and registration as a P. Ag. and/or a P. Eng. in Alberta. Salary: Up to 18,000 depending on qualifications. Benefits equivalent to normal academic staff appointment. Deadline of application: May 15, 1981. Appointment to take effect preferably on or before July 1, 1981. Applications to be submitted to: Chairman, Department of Agricultural Engineering, University of Alberta, Edmonton, T6G 2G6.

## ENGINEERING-CHEMICAL

**UNIVERSITY OF TORONTO.** Chemical Engineering. Transport Phenomena. Applications are invited for a contractually limited appointment in the Assistant Professor rank. Candidates must have a doctoral degree and a commitment to excellence in teaching and research in transport phenomena. An orientation towards mineral or petroleum processing is preferred, though not essential. The initial term is two years commencing July 1, 1981. Renewal of appointment beyond June 30, 1983, is subject to availability of funds. A curriculum vitae, and names of three referees and a summary of teaching and research interests should be sent to Professor M.E. Charles, Chairman, Department of Chemical Engineering and Applied Chemistry, University of Toronto, Toronto, Ontario, M5S 1A4.

## ENGINEERING-CIVIL

**TECHNICAL UNIVERSITY OF NOVA SCOTIA.** Civil Engineering. Rank commensurate with qualifications and experience. Ph.D. expected to undertake undergraduate and graduate teaching plus research in geotechnical engineering. Salary commensurate with qualifications and experience. Application with curriculum vitae and names of three references to be submitted to: Dr. D.H. Waller, Head of Department of Civil Engineering, Technical University of Nova Scotia, P.O. Box 1060, Halifax, Nova Scotia B3J 2X4. Effective date of appointment: Start of academic year 1981-82. Closing date for applications: April 30, 1981.

**ROYAL MILITARY COLLEGE OF CANADA.** Civil Engineering. Academic position for a specialist in structural engineering. A Ph.D. or equivalent desired. To teach graduate and undergraduate courses in structural analysis and design; to pursue independent design oriented research; to supervise graduate and undergraduate theses; and to teach other civil engineering subjects as required by the Head of the Department. Salary competitive and in accordance with professional qualifications and experience. Applications to: Dr. Wayne Kirk, Head, Department of Civil Engineering, Royal Military College of Canada, Kingston, Ontario, K7L 2W3. Effective August 1, 1981. Deadline - when position filled.

**UNIVERSITY OF NEW BRUNSWICK.** Civil Engineering. A faculty position in the Department of Civil Engineering at the University of New Brunswick is presently



open and a number of others may be open after June 30, 1981. Preference will be given to applicants with academic and other experience in construction, structural, geotechnical, or geological engineering, transportation, or Engineering Management specialties. Applicants should have advanced degrees and/or exceptional experience in responsible positions. Rank and salary according to experience and salary scales in effect. Applicants should be qualified for and prepared to become Registered Professional Engineers in the Province of New Brunswick. Applications giving full personal, education and experience details, and the names, positions and addresses of three referees should be forwarded to Prof. L.M. Beattie, Head, Department of Civil Engineering, Head Hall, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada E3B 5A3. Telephone: (506) 453-4521.

## ENGINEERING-ELECTRICAL

**UNIVERSITY OF TORONTO.** Electrical Engineering. 1. An Assistant Professor (tenure stream). Duties include undergraduate and graduate teaching and research. Departmental priorities favour the appointment of candidates with research interests in either (a) LSI/VLSI design, computer-aided design of integrated circuits or (b) digital coding techniques, information theory and communication networks. 2. Up to three appointments (rank open), either as visiting staff or for a limited term of up to three years. Duties include undergraduate and graduate teaching in electronics, communications and control. Candidates with interests in (a) LSI/VLSI design, computer-aided design of integrated circuits, modern signal processing (b) computer applications (including microprocessor applications) in communications and control are particularly desired. These appointments begin July 1, 1981. Contractually-limited appointments may be renewed for an additional period not exceeding five years in total. Applications (with curriculum vitae) should be addressed to: Professor K.C. Smith, Chairman, Department of Electrical Engineering, University of Toronto, Toronto, Ontario, M5S 1A4, Canada.

**CONCORDIA UNIVERSITY.** Department of Electrical Engineering. Applications are invited for a tenure-track position at the rank of Assistant or Associate Professor in the Department of Electrical Engineering at Concordia University. The position will involve research in the area of power electronics with applications to motor drives and related systems, and teaching in this and associated areas. Applicants should hold a doctorate in an appropriate area and be familiar with modern trends in their area. The Department has laboratory facilities for dynamic testing of motor drive systems. Applications, which should include curriculum vitae and the names of three referees, should be addressed to: Dr. A. Antoniou, Chairman, Department of Electrical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

**McMASTER UNIVERSITY.** Department of Electrical and Computer Engineering. One tenureable position is open at the Assistant Professor level as of January 1, 1981, or as soon as possible thereafter. Candidates must have a strong interest in both undergraduate and graduate teaching and excellent research potential or record in the area of Communications Systems. The successful applicant will be expected to join the Communications Research Laboratory and to take part in contract research. In addition, it is anticipated that a faculty position will be available at the Assistant Professor level as of July 1, 1981. For this position, preference will be given to candidates with strong research expertise and record in the hardware/software aspects of computer engineering. Resumes, including the names and addresses of three referees should be addressed to: Dr. D.P. Taylor, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7.

## ENGINEERING-INDUSTRIAL

**TECHNICAL UNIVERSITY OF NOVA SCOTIA.** Industrial Engineering. Two positions open at the Assistant-Associate level in the Department of Industrial Engineering. First in the area of Operations Research

with a strong research interest related to practical problems. Second in the area of Simulation, Probability and/or Human Factors. Must have a Ph.D. or near completion. Advanced undergraduate level and graduate level teaching with a strong emphasis on research and publication. Competitive salary possible. Direct enquiries to Peter Wilson, Head, Dept. of Industrial Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4. Effective date of Appointment: July-August 1981. Closing Date for Applications: When position is filled.

## ENGINEERING-MECHANICAL

**UNIVERSITY OF TORONTO.** Department of Mechanical Engineering. Manufacturing. The Department of Mechanical Engineering, University of Toronto (UTME) is seeking a tenure stream academic appointee to lead research and development activities in areas within the spectrum of advanced manufacturing concepts. Candidates with advanced degrees and industrial or research experience in materials, manufacturing processes, computer aided design/manufacturing, or any other area, to whom some appropriate are encouraged to apply. The appointee will be expected to develop technical liaison with one or more of the established R&D areas within UTME. These include activities in bioengineering, structural integrity, advanced energy system manufacturing, thermal-fluid processes, and engineering systems design and synthesis. Industrial experience in high technology manufacturing would be an asset. The appointee will be expected to contribute to UTME's teaching responsibilities in areas compatible with the discipline of mechanical engineering and in fields of particular interest to the appointee. The appointment will be made when we have found a quality individual. Please contact Professor Hans J. Leutheusser, Chairman Search Committee, Department of Mechanical Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, Canada, M5S 1A4. Phone: (416) 978-4807.

**UNIVERSITY OF TORONTO.** Department of Mechanical Engineering. Advanced Energy Conversion. The Department of Mechanical Engineering, University of Toronto (UTME) is seeking a tenure-stream academic appointee who will strengthen the activities in the Department's Laboratory for Advanced Concepts in Energy Conversion (LACEC). LACEC is undertaking a spectrum of fundamental research and development projects ranging from fuel cells to photovoltaics. However the primary LACEC emphasis is on "clean hydrogen" fuel cells targeted at transportation systems. Candidates with any of a spectrum of backgrounds could be suitable - from applied thermodynamics through physical chemistry, electro-chemistry and materials science. It is not essential that the appointee hold a degree in mechanical engineering. The appointee's graduate and undergraduate teaching responsibilities will be in fields broadly supportive of UTME's evolving curriculum needs. While the emphasis of our search is for an appointment at the assistant professor rank, an established researcher with an outstanding record would be given serious consideration for senior appointment. The appointment will be made when we have found a quality individual. Please contact Professor Hans J. Leutheusser, Chairman Search Committee, Department of Mechanical Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 1A4, Canada. Phone: (416) 978-4807.

**THE UNIVERSITY OF WESTERN ONTARIO.** Faculty of Engineering Science. Mechanical Engineering. Applications are invited for a tenure track appointment as Assistant Professor in Mechanical Engineering. Qualifications required are a Ph.D. in Engineering (or equivalent) with research and/or industrial experience in one of fluid mechanics and heat transfer, solid mechanics, vibrations, noise abatement. Academic duties include initiation and conduct of research, supervision of graduate students and teaching at both the graduate and undergraduate levels. Appointment is effective July 1st, 1981. Closing date for applications is May 30, 1981. Applications, including curriculum vitae and names of three referees may be sent to: Dean G.F. Chess, Faculty of Engineering Science, The University of Western Ontario, N6A 5B9. Subject to budgetary approval.

## ENGLISH

**THE UNIVERSITY OF LETHBRIDGE.** Department of English. Rank: One position at the Assistant Professor level. (Subject to availability of funding). Qualifications: Ph.D. with specialization in early Renaissance literature. Preference will be given to candidates with some teaching experience and scholarly publication. Duties: Teaching at the undergraduate level and research. Salary: (1980-81 schedule) Assistant Professor: \$22,004-\$30,794. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: Dr. B.F. Tyson, Chairman, Department of English, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing Date: When position filled.

**BISHOP'S UNIVERSITY.** English. Applications are invited for a fulltime one-year position to replace a faculty member on sabbatical leave for 1981-82. The successful candidate will teach Eighteenth Century Prose and Nineteenth Century novel. The appointment will be at the rank of Lecturer (Floor - \$20,567) or Assistant Professor (Floor - \$26,203). Applicants must have a Ph.D. degree. Please submit applications with curriculum vitae and names of three referees to the Dean of the Faculty, Bishop's University, Lennoxville, Quebec J1M 1Z7.

## FAMILY STUDIES

**UNIVERSITY OF GUELPH.** Family Studies. Assistant Professor (2-year contractually limited term appointment). Ph.D. in a social or biological science relating to human growth and development. Candidates having additional interest in human nutrition or health behavior preferred. Teaching and research in human growth and development. Candidates should have an interest in working within a multidisciplinary environment. Floor for Assistant Professor is \$20,116. Send full curriculum vitae and three letters of reference to: Dr. W. W. G. Caldwell, Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Effective Date: July 1 or before and subject to final budgetary approval. Position open until filled.

## FOOD SCIENCE

**UNIVERSITY OF MANITOBA.** Department of Food Science. Food Microbiology. Applications are invited for a tenure stream appointment at the rank of assistant professor. The successful candidate must have a Ph.D. in the field of food microbiology or food microbiology of foods plus some familiarity with fermentation technology. Several years of work experience would be an asset. The successful candidate will be expected to teach at both the undergraduate and graduate levels and to carry out independent food research within an area compatible with departmental goals. The minimum starting salary at the assistant professor level is \$20,254 and currently under review. The university encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and others eligible for employment in Canada. The closing date for applications is 30 April 1981 with an expected appointment date of 1 July, 1981. Applicants should forward letters of applications, curriculum vitae and the names of three referees to: Head, Food Science, Department of University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

## GEOGRAPHY

**CARLETON UNIVERSITY.** Department of Geography. Geotechnical Science/Physical Geography. Teaching/Research. A position is available for a sessional lecturer to teach one course and equivalent part-time work in the Department of Geography, with emphasis on properties of earth materials. This appointment might be combined, and the stipend thus augmented, with appointment to a part-time research associate position in the Geotechnical Science Laboratories. The Laboratory is an organized research unit operating largely under contract for exter-

nal agencies, and with emphasis on northern geotechnical problems, especially relating to pipelines. Applicants should be experienced in soil and preferably microclimate studies. Please send enquiries to: Chairman, Department of Geography, Carleton University, Ottawa, Ontario, K1S 5B6.

**UNIVERSITY OF VICTORIA.** Geography. Applications are invited for a sessional appointment to teach courses for faculty members on leave 1981/82. Ability to teach courses in the cultural and/or urban area at the introductory or advanced level is required. Experience in other fields such as industrial geography, or the Pacific Rim would be helpful. Ph.D. desirable. Appointment effective 1 September to 30 April, 1982. Salary subject to qualifications. Send curriculum vitae and the names of 3 referees to: Dr. W.R. Derrick Sewell, Chairman, Department of Geography, University of Victoria, Box 1700, Victoria, B.C. V8X 2Y2. Closing date for applications is 30 April 1981.

**YORK UNIVERSITY.** Department of Geography. Assistant Professor. Contractually limited appointment for one or two years beginning Fall, 1981 subject to budgetary approval. "Ph.D. required. Climatologist, preferably with an interest in bioclimatology. Send vitae and names of three referees. Apply: James R. Gibson, Chairman, Department of Geography, York University, 4700 Keele Street, Downsview, Ontario, Canada.

**THE UNIVERSITY OF SASKATCHEWAN.** Department of Geography. Assistant Professor, with term, for September, 1981. This is a research oriented position for economic geographer who will be required to teach quantitative methods at the graduate level and introductory classes. The appointee should have a Ph.D. and a good research record. Candidates should submit their application with full curriculum vitae and the names of three referees. Apply: Dr. R. Keith Semple, Head, Department of Geography, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. Phone (306) 343-4301.

## GEOLOGY

**UNIVERSITY OF SASKATCHEWAN.** Department of Geological Sciences. The department has a vacant tenure-track position at the Assistant Professor level for a stableisotope geochemist. Applicants should hold (or be about to receive) the Ph.D. degree, be qualified to instruct undergraduates in general geology and undergraduates and post-graduates in geochemistry and petrology, be prepared to pursue a vigorous research program and to assume control of a geochemistry research laboratory with Micromass 902 Double Collecting Mass Spectrometer. Letters of application, with curriculum vitae including the names of at least three referees, should be sent to: W.G.E. Caldwell, Head, Department of Geological Sciences, University of Saskatchewan, Saskatoon, S7N 0W0.

**QUEEN'S UNIVERSITY.** Department of Geological Sciences. Applications are invited for a position in the Department of Geological Sciences starting in September 1981 at the rank of Assistant Professor. Candidates of both sexes are equally encouraged to apply and should have a Ph.D. in a field dealing with processes at or near the earth's surface. This would include, but need not be restricted to, the traditional fields of sedimentary geology, engineering geology, hydrogeology, or low temperature geochemistry. The successful candidate would complement and interact in these general areas with our present staff (which includes a biostratigrapher, sedimentologist, carbonate petrologist, geomorphologist and engineering geologist). He or she will be expected to teach at the undergraduate and graduate level and to undertake a research program in his or her area of specialty. The application should include a resume and the names of at least three referees, apply to: President, R. M. Roeder, Chairman, Department of Geological Sciences, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

**SAINT MARY'S UNIVERSITY.** Department of Geology. Petrologist - Economic Geologist. The department invites application for a temporary faculty position (6 months appointment) commencing in September 1981. Candidates should have a Ph.D. Teaching responsibilities will include undergraduate courses in one or more of the following fields: Igneous and metamorphic petrology, economic geology, geochemistry and mineralogy. Rank and



salary are open. Send application and resume including the names and addresses of three referees to: Chairman, Department of Geology, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3.

**UNIVERSITY OF NEW BRUNSWICK.** Department of Geology, Geochemistry/Brittle Deformation. The Department has a tenure track position available from July 1, 1981, at Assistant Professor or higher level. The successful applicant will be expected to teach both undergraduates and graduates as well as carrying out research and supervising graduate students. Applications will be accepted in the following fields: Geochemistry of ore bodies, exploration, environmental or soil geochemistry, brittle deformation, rock mechanics or site engineering. Applicants should have a Ph.D. and preferably, post doctoral experience. Applications including a curriculum vitae and names of three referees should be sent to: P.F. Williams, Chairman, Department of Geology, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3.

**MCMASTER UNIVERSITY.** Department of Geology. Applications are invited for a twelve-month teaching/post-doctoral fellowship beginning in the summer or fall of 1981. Duties include the teaching of an equivalent of one full course in sedimentary petrology and/or sedimentology and participation in research in some aspect of classic sedimentology. Minimum salary \$15,000.00. Apply to Dr. G.M. Middleton, Department of Geology, McMaster University, Hamilton, Ont., Canada L8S 4M1, sending curriculum vitae and names of two referees.

## HISTORY

**BROCK UNIVERSITY.** Department of History. The department is seeking a candidate to teach a spring evening survey course (early May to early July) on France since 1789. Application including curriculum vitae and names of two referees to: D.J. Goodspeed, Chairman, Department of History, Brock University, St. Catharines, Ontario, L2S 3A1.

**MOUNT SAINT VINCENT UNIVERSITY.** History. Assistant Professor (two year term). Ph.D. with teaching experience and publications. To teach undergraduate modern European history with specialization in Renaissance/Reformation or Twentieth Century. Salary commensurate with experience and qualifications. Send applications with a curriculum vitae and names of three referees to: Dean of Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. Effective Date: July 1, 1981. Applications accepted until the position is filled.

**UNIVERSITY OF ALBERTA.** Department of History. Applications are invited for 2 seasonal lecturers for the eight month period beginning September 1, 1981. Ph.D. with some teaching experience preferred to teach European Survey and Canadian Survey. Salary dependent upon qualifications. Applications including curriculum vitae and names of three referees should be sent to: Dr. R.C. Macleod, Chairman, Department of History, The University of Alberta, Edmonton, Alberta, T6G 2H4. The University of Alberta is an equal opportunities employer.

**THE UNIVERSITY OF LETHBRIDGE.** Department of History. Rank: One position at the Assistant Professor level. Qualifications: Ph.D. or near completion. Major area of specialization should be in modern western Europe, or late medieval/early modern Europe. Candidates should specialize in an additional topic or area qualifications they possess. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004-\$30,794. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: Dr. James Tagg, Chairman, Department of History, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing date: When position filled.

**CARLETON UNIVERSITY.** Dept. of History. Marston LaFrance Post-Doctoral Fellowship. The department of History invites applications for a one year post-doctoral fellowship. Candidates should have a specialization in Canadian History but with some background in Modern European History. This fellowship is open equally to female and male applicants. Preference will be given to Canadian citizens and legal residents of Canada. The

holder of this fellowship will be asked to teach one section of a 1st year undergraduate course and be prepared to give occasional lectures in other undergraduate and graduate courses. Applicants should clearly indicate those areas in which they are best qualified for teaching. The salary range is \$15,000 to \$20,000 depending on qualifications and experience. This is a one year fellowship for the academic year July 1, 1981 to June 30, 1982. Applications including curriculum vitae and two letters of reference should be sent to: Dr. John W. Strong, Chairman, Department of History, Carleton University, Ottawa, Ontario, K1S 5B6. Closing date for applications is May 1, 1981 or when the position is filled.

**UNIVERSITY OF PRINCE EDWARD ISLAND.** History. Subject to availability of funds, applications are invited for a position in Canadian History at the rank of Assistant Professor in the Department of History. Limited term appointment for one year. Ph.D. and teaching experience preferred. Teaching areas: 1) The Confederation Period, 2) Canadian Social History, 3) Twentieth Century Political History, 4) Atlantic Provinces History (especially P.E.I.), 5) Canadian Survey. Salary commensurate with qualifications and experience. Send complete curriculum vitae, transcripts, and three letters of reference to: Professor Andrew Robb, Chairman, Department of History, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. Position effective July 1, 1981. Closing date for applications when position is filled.

**UNIVERSITY OF ALBERTA.** Department of History. Appointment in Canadian History. Rank: Sessional Lecturer or Assistant Professor for August 15, 1981-May 31, 1982. Field: 19th Century Canadian Social History. Desirable second fields: Women's History, Quebec, or Family History. Salary: According to qualifications. Deadline: When position is filled. Applications and letters of reference to: Professor S.J. Schelberg, Chairman, Department of History, Concordia University, 1455 De Maisonneuve Blvd., W., Montreal, Quebec, H3G 1M8. This position is being advertised subject to funding.

## HISTORY-PHYSICS

**UNIVERSITY OF TORONTO.** Institute for the History and Philosophy of Science and Technology. Assistant professor in History of Modern Physics (18th - 20th centuries) Tenure-stream appointment in IHST with cross-appointment to Department of Physics. Candidates must have Ph.D. degree with experience in teaching at both graduate and undergraduate levels; must be established scholars with publications in the history of physics; and must possess sufficient technical competence to teach the history of physics to physics students. Responsibilities also include supervising graduate research in this subject. Salary based on qualifications. Send curriculum vitae and names of three referees to: Professor Bruce Sinclair, IHST, University of Toronto, Toronto, Ontario, M5S 1A1. Deadline for applications: 1 May 1981. Appointment date: 1 July 1981.

**UNIVERSITY OF TORONTO.** Institute for the History and Philosophy of Science and Technology. Assistant professor in History of Medieval and Renaissance Technology. One-year contractually limited joint appointment in IHST and the Centre for Medieval Studies. Candidates must have broad experience in teaching History of Technology at graduate and undergraduate levels. Ph.D. degree, and publications in Medieval Technology. Responsibilities include teaching graduate and undergraduate courses in General History of Technology, graduate specialist courses, and research supervision in Medieval and Renaissance Technology. Salary based on qualifications. Send curriculum vitae and names of three referees to: Professor Bruce Sinclair, IHST, University of Toronto, Toronto, Ontario, M5S 1A1. Deadline for applications: 1 May 1981. Appointment date: 1 July 1981.

## HOME ECONOMICS

**MOUNT SAINT VINCENT UNIVERSITY.** Home Economics. Applications are invited for academic positions in the Department of Home Economics in the areas of family studies; textile science; home economics education and food science. Duties will in-

clude teaching graduate and undergraduate courses; developing and initiating new programs; pursuing an active program of research compatible with department interests. Preference will be given to candidates with a Ph.D. or near-completion and teaching experience in the appropriate specialization. Rank and salary according to qualifications and experience. Interested applicants should send their curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. Appointments to begin July, 1981.

## HUMAN JUSTICE

**UNIVERSITY OF REGINA.** School of Human Justice. The School of Human Justice works in many centres across the Province of Saskatchewan. Its principal attributes are a multidisciplinary, interprofessional, adult education approach to the provision of human service education and research relevant to the administration of "justice". Justice is construed in both its legal and social connotations. Hence, candidates should have an interest, commitment and some experience in meeting the educational needs of persons in such fields as policing, corrections, legal services, and social work, as well as a commitment to users or clients of such services. The School's curriculum and research interests also focus on the social justice dimensions of social policy in such contexts as the environment, the family, the economic sphere, and the plight of indigenous peoples, for example. In the context of the University of Regina, the School of Human Justice operates in close collaboration with the Faculty of Social Work. The Prairie Justice Research Consortium, with full-time coordinator, secretary, and research staff, provides a vehicle for research activity engaged by the School. The successful candidate would join a small group of full-time faculty, supported by a larger part-time teaching team. The ability to assist in a collegial fashion with program development, delivery, and research is essential. Travel throughout the Province is also an expectation. The ability to contribute to the development of the School in a flexible way is more important than a particular subject specialization, although it is expected that the successful candidate will be able to make some specialized contribution. Qualifications: Appropriate academic qualifications and considerable related experience. Appropriate Canadian experience preferred. Salary: Commensurate with education and experience. Probably within the Assistant Professor scale. Closing Date: As soon as appropriate candidates are available. Submit Applications to: Principal, Associate Dean, School of Human Justice, University of Regina, S4S 0A2, Canada. Phone: (306) 584-4779.

## INTERNATIONAL RELATIONS

**UNIVERSITY OF BRITISH COLUMBIA.** Institute of International Relations. Post-Doctoral Fellowships. Post-Doctoral Fellowship (Two Year Term). The successful candidate will undertake research in the area of security and strategic studies. Emphasis on Canada's International role is desirable. Particular projects will be determined after discussion between the successful applicant and the Director. This position involves some undergraduate teaching responsibilities in strategic studies in the Department of Political Science. The term of this fellowship is two years with a salary of \$20,000 per annum plus fringe benefits. Post-Doctoral Fellowship (One Year Term). The successful candidate will undertake research in the area of security and strategic studies. Preference will be given to candidates who are prepared to explore the Pacific and/or international trade dimensions of such topics. Particular projects will be determined after discussion between the successful candidate and the Director. The term of this fellowship is one year with a salary of \$20,000, plus fringe benefits. Those interested in applying for the above positions should send their curriculum vitae, a list of references and a sample of their writing as soon as possible to: Professor Donald G. Paterson, Institute of International Relations, University of British Columbia, 1866 Main Mall, Vancouver, B.C. V6T 1W5.

## LANGUAGES/LINGUISTICS

**UNIVERSITY OF TORONTO.** Erindale Campus. Department of Spanish and Portuguese. Title of Professor Assistant Professor of Spanish for a one-year contract (subject to budgetary approval). Qualifications Required: Ph.D. or equivalent, with a thesis in Modern Spanish American Literature. Experience in language teaching and a strong commitment to research essential. Native or near-native fluency preferred. Nature of Duties: Undergraduate teaching of language as well as Spanish American literature and cultural courses. Salary: Commensurate with qualifications and experience. Enquiries should be sent to: Professor K.L. Levy, Department of Spanish and Portuguese, University of Toronto, Toronto, Ontario, M5S 1A1. Effective Date of Appointment: July 1, 1981. Closing Date for Applications: April 30, 1981.

**ALGOMA UNIVERSITY COLLEGE.** Department of Modern Languages. Applications are invited for a leave replacement in the Department of Modern Languages for the period September 1, 1981 to April 30, 1982, at the rank of Lecturer or Assistant Professor. Minimum qualifications, M.A. Undergraduate teaching of Italian and Spanish or Italian and French, with capability of teaching Italian Renaissance Literature. Applications including curriculum vitae, together with the names of three referees should be forwarded to: Dr. Robert G. Ewing, Dean, Algoma University College, Sault Ste. Marie, Ontario, P6A 2G4.

**THE UNIVERSITY OF LETHBRIDGE.** Department of Modern Languages. Rank: One position at the Assistant Professor level in German. Qualifications: Ph.D. with specialization in German language and literature. Teaching experience, assistant professor level. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004 - \$30,794. Applications: Applications including a curriculum vitae, transcripts, and three letters of reference should be sent to: The Chairman, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing Date: When position filled.

**UNIVERSITÉ LAURENTIENNE.** Département de français. Un poste à plein temps destiné à l'enseignement du français, langue maternelle, et/ou du français langue seconde. Durée du contrat initial: 2 ans. Sous réserve d'approbation budgétaire. Ph.D. ou équivalent, préférentiellement avec expérience. Le candidat aura la responsabilité de structurer et d'assurer l'implantation d'un nouveau programme en langue maternelle. Salaire selon la convention collective. Professeur Benoît Gazonbo, directeur du Département de français, Université Laurentienne, Sudbury, Ontario, P3E 2C6. Le 1er juillet 1981. Date de clôture - lorsque l'engagement sera fait.

**CARLETON UNIVERSITY.** Department of Linguistics. A two year position as a post-doctoral research associate in social linguistics and/or dialectology is available in the Department of Linguistics at Carleton University, Ottawa, to work on the Linguistic Survey of the Ottawa Valley. Duties to start as soon as possible, will include field work and analysis of data. Good phonetic training is essential; experience in fieldwork or interviewing strongly preferred; some knowledge of statistics desirable. Salary approximately \$20,000 per annum. For more information, or to apply, write to Professor Ian Pringle, Department of Linguistics, Carleton University, Ottawa, Ontario, K1S 5B6.

**UNIVERSITY OF OTTAWA.** Spanish. Specialist in the field of XVII and XIX Century Spanish-Peninsular prose. A willingness to supervise the coordination of undergraduate Spanish language classes will be a considerable advantage. Assistant or Assoc. prof. commensurate with qualifications and experience. Minimum requirements: Ph.D. (or equivalent) in hand; teaching experience in undergraduate language and literature; publication. The University of Ottawa is a bilingual institution, and preference will be given to candidates who are either bilingual in, or who have an excellent knowledge of both French and English. Letters, CV plus names of 3 referees to Professor Zdzislaw Folewowski, Chairman, Dept. of Modern Languages and Literature, University of Ottawa, Ottawa, Ontario, K1N 6N5.

**UNIVERSITY OF OTTAWA.** The Centre for Second Language Learning. The Centre has



an opening, effective July 1, 1981, for a Language Teacher to teach English as a Second Language. The Candidate will have an M.A. or Ph.D. in TESL, Linguistics, or another related field with experience in TESL at the University level. In addition to teaching E.S.L., he/she will participate in various research/curriculum projects of the Centre. Salary and level will be commensurate with educational background and experience. Applications with C.V.'s and names of 3 referees should be sent to Philip C. Hauptman, Director, Centre for Second Language Learning, University of Ottawa, Ottawa, Ontario K1N 6N5.

#### LAW

**THE UNIVERSITY OF ALBERTA. LAW.** Department of Industrial and Legal Relations in the Faculty of Business Administration and Commerce. Applications are invited for a full-time, tenure-track position in Legal Relations. Applicants must hold the LL.B. or J.D. degree; further training in law or in a related discipline is highly desirable. The Department offers programs of study in both industrial and legal relations, and is seeking a new appointment in a field in Canada which provides a broadly-based interdisciplinary approach to legal studies in business and society. The successful applicant will participate in course and program development. The position is available immediately. Applications should include a curriculum vitae and the names of at least three referees, and should be sent to Professor Suzanne Mah, Department of Industrial and Legal Relations, 320 Athabasca Hall, The University of Alberta, Edmonton, Alberta, T6G 2E8, Canada, telephone (403) 432-5367. The University of Alberta is an equal opportunity employer.

#### LIBRARY

**DALHOUSIE UNIVERSITY.** University Librarian. Applications and nominations are invited for the position of University Librarian, to commence on 1 July 1981 or after by arrangement. Responsible to the Vice-President Academic for administration and operation of the Killam Memorial Library and the MacDonald Science Library, including the supervision of staff, administration and development of policies, collections, budgets, and planning, in liaison with academic units and administrative offices; coordination of library policies and operations with Chief Librarians in Law, Health Sciences; liaison with external library systems and networks. The collection in Killam and MacDonald serves the research and teaching needs of the Faculties of Arts & Science, Administrative Studies, and Graduate Studies. It contains about 600,000 volumes, plus documents and serials. The library staff of about 100 includes 26 professional librarians, of whom most are members of the Dalhousie Faculty Association, which is recognized as a bargaining unit under provincial labour relations legislation. The annual budget is about \$2.5 million. Qualifications: Professional qualifications in librarianship, a distinguished record of experience and management ability within academic or research libraries. Remuneration is open to negotiation. Applications and nominations will be received by the Salary search committee until the post is filled. Applicants are invited to send a curriculum vitae, a short resumé for general distribution, and names of 3 referees to: The Office of the President, Attention Professor S.E. Sprott, Dalhousie University, Halifax, N.S., Canada B3H 4H6.

#### MANAGEMENT/MARKETING

**UNIVERSITY OF SASKATCHEWAN.** Department of Management and Marketing. Tenure Track Position in Management. Primary teaching responsibility in Business Policy. Other teaching and research interests can be in Micro and Macro Management. Research interests in Health Care Management will be particularly welcome. Ph.D. complete or in progress preferred. Practical experience an added asset. Appointment subject to final budgetary decisions. Send resumé with names of referees to: Dr. Asit Sarkar, Head, Department of Management and Marketing, College of Commerce, University of Saskat-

chewan, Saskatoon, Saskatchewan S7N 0W0, phone — (306) 342-3551.

**UNIVERSITY OF GUELPH. School of Hotel and Food Administration.** Assistant Professor to engage in undergraduate teaching in Food-service Systems Operations and Management. Participation in School's research and continuing education program is also expected. Qualifications required are industry experience and teaching experience including expertise in teaching in and managing a food service operations laboratory with a management perspective. A Masters degree in an appropriate discipline is required with a Ph.D. preferred. Tenure track position on either a nine- or twelve-month basis. Floor for an Assistant Professor on a 12 month basis is \$20,116.00. Apply to Professor T.F. Powers, Director, School of Hotel and Food Administration, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment effective August 1, 1981. Applications accepted until position is filled. Position is subject to final budgetary approval.

**UNIVERSITY OF GUELPH. School of Hotel and Food Administration.** Assistant Professor to engage in undergraduate teaching in management studies and food service administration. Participation in School's research and continuing education program is also expected. Qualifications required are industry experience and a Masters degree in an appropriate discipline preferred. This is a tenure track position. Floor for Assistant Professor is \$20,116.00. Apply to Professor T.F. Powers, Director, School of Hotel and Food Administration, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment effective August 1, 1981. Applications accepted until position is filled. Position is subject to final budgetary approval.

#### MATHEMATICS/STATISTICS

**THE UNIVERSITY OF LETHBRIDGE.** Department of Mathematical Sciences. Title: One position at the Assistant Professor level. Qualifications: Ph.D. in the Mathematical Sciences at or near completion. Duties: Teaching computer-related mathematics and applied mathematics at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004 to \$30,794. Applications: Letters of application including a curriculum vitae, transcripts and three letters of reference should be sent to: The Chairman, Department of Mathematics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3N4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981/01. Closing Date: When position filled.

**UNIVERSITY OF MANITOBA.** Department of Applied Mathematics. This Department has a vacancy at Assistant Professor level; this will be for an initial term of two years, but will become a tenure-stream appointment. Applications will be considered from persons qualified in any area of classical or modern applied mathematics, but the Department is particularly interested in candidates with qualifications in Mathematical Modelling, Numerical Analysis or Mathematical Optimization. Date of appointment is 1st July 1981. The person appointed will be expected to teach at undergraduate and graduate levels and to pursue research in applied mathematics. Applicants should submit a curriculum vitae and the names of three referees to: Dr. F.M. Arscott, Head, Department of Applied Mathematics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The current minimum salary for Assistant Professors is \$20,254.00 per annum. The University encourages both men and women to apply for this position and especially invites applications from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

**UNIVERSITY OF NEW BRUNSWICK.** Department of Mathematics and Statistics. The Department expects to have an opening as of July 1, 1981 (subject to budgetary approval) for a Statistician at the level of Assistant or possibly Associate Professor. Possibly a tenurable position. Ph.D. required. Send an up-to-date curriculum vitae and the names of three referees to: Dr. G. Mason, Chairman, Department of Mathematics and Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Applications will be received until the position is filled.

**UNIVERSITY OF SASKATCHEWAN.** Department of Mathematics. The Department of Mathematics invites applications for three tenure track (subject to budgetary confirma-

tion) and possibly several one year term appointments at the Assistant Professor or Lecturer level commencing July 1, 1981. Salary will be commensurate with qualifications and experience (salary floor for Assistant Professors for 1980-81 is \$21,120). Candidates should hold a Ph.D. in any area of mathematics or statistics. Duties will include teaching undergraduate and graduate classes, and conducting independent research. Applicants should forward curriculum vitae plus the names of three referees to: Dr. J. Sawicki, Chairman, Department of Mathematics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. The closing date for applications is when the positions have been filled.

**MOUNT SAINT VINCENT UNIVERSITY.** Mathematics. Assistant Professor. Ph.D. Undergraduate teaching and research. Salary — \$18,400 (1980-81 floor). Send applications with curriculum vitae and names of three referees to: Dean of Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2L6. Effective Date: July 1, 1981. Applications accepted until position filled.

**BISHOP'S UNIVERSITY.** Mathematics. Applications are invited for a full-time one-year position to replace a faculty member on sabbatical leave for 1981-82. The successful applicant will teach algebra at the undergraduate level and introductory calculus in service courses. The appointment will be at the rank of Lecturer (Floor — \$20,967) or Assistant Professor (Floor — \$28,209). Applicants must have a Ph.D. and relevant teaching experience. Please submit applications with curriculum vitae and names of three referees to the Dean of the Faculty, Bishop's University, Lennoxville, Québec, J1M 1Z7.

**CARLETON UNIVERSITY.** Statistics. The Department of Mathematics and Statistics, Carleton University, Ottawa invites applications for a one-year appointment as an Assistant Professor in Mathematical Statistics beginning July 1, 1981 to replace a faculty member on an exchange leave. A Ph.D. degree in probability or statistics is required. Preference will be given to applicants with a strong record in teaching and research. A resume and three letters of recommendation should be sent to: Dr. Kenneth S. Williams, Chairman, Department of Mathematics and Statistics, Carleton University, Ottawa, Ontario, Canada, K1S 5S6. Applications as soon as possible.

**THE UNIVERSITY OF MANITOBA.** Department of Statistics. Applications are invited for a two-year appointment commencing July 1, 1981 at the Assistant Professor level. Salary will be commensurate with qualifications and experience. (The 1980-81 floor for assistant professors is \$20,254.00 (Can.).) A Ph.D. or near completion is required, and duties will include teaching, research and consulting. Candidates from all areas of statistics are encouraged to apply, although the Department is particularly interested in teaching and research in probability theory, including an updated curriculum vitae and names of three referees to: Dr. Lai K. Chan, Head, Department of Statistics, The University of Manitoba, Canada, R3T 2N2. The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

**ROYAL MILITARY COLLEGE OF CANADA.** Le Département de mathématiques. Le Département offre un poste. Le grade dépendra des qualifications et de l'expérience. Le candidat aura de préférence un intérêt marqué pour l'informatique (programmation et méthodes numériques). Le doctorat est préférable mais les candidats détenant la maîtrise seront considérés. Enseigner les mathématiques et les programmes de sciences et de génie. La connaissance des deux langues officielles est requise. Le salaire dépendra des qualifications et de l'expérience. Faire parvenir son curriculum vitae au Dr. Pierre Bussières, Assistant au Principal, Royal Military College of Canada, Kingston, Ontario, K7L 2V3. Date de nomination: ouverte. Date de clôture: ouverte.

**THE UNIVERSITY OF WESTERN ONTARIO.** Department of Statistical and Actuarial Sciences. The Department invites applications for a senior position in statistics, preferably in the field of Applied Probability. Salary will be commensurate with qualifications and experience. The appointment will be made subject to funds being available. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Acting Chairman, Department of

Statistical and Actuarial Sciences. The University of Western Ontario, London, Ontario, Canada, N6A 5B9.

**THE UNIVERSITY OF WESTERN ONTARIO.** Department of Statistical and Actuarial Sciences. The Department invites applications for a one-year limited term appointment from statisticians with major interest in statistical computing and in biomedical applications. Salary will be made subject to funds being available. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Acting Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9.

**THE UNIVERSITY OF WESTERN ONTARIO.** Department of Statistical and Actuarial Sciences. The Department invites applications for a senior visiting appointment for a term not longer than one year. Salary will be commensurate with qualifications and experience. The appointment will be made subject to funds being available. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Acting Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9.

**THE UNIVERSITY OF WESTERN ONTARIO.** Department of Statistical and Actuarial Sciences. The Department invites applications for a position in actuarial science. Salary and rank will be commensurate with qualifications and experience. Appointments will be made subject to funds being available. Applicants should send a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Acting Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9.

#### MEDICINE

**THE ONTARIO CANCER FOUNDATION.** Toronto-Bayview Clinic. Radiation Oncologists are required for this cancer care centre which is associated with Sunnybrook Medical Centre and the University of Toronto. Construction of the out-patient and radiation treatment facility will be completed in September 1981. There will be an associated in-patient oncology unit of 35 beds in Sunnybrook Hospital. An interim centre is currently operational. The Centre will have a major research orientation. The initial staff will include six Radiation Oncologists, six Medical Oncologists and three Physicists. The radiation equipment will include two 25 MEV and one 6 MEV linear accelerator and a cobalt unit. Radiation Oncologists will be responsible for the total care of patients treated with radiation, whether as in-patients or out-patients. Applicants should indicate their research interests which will be an important consideration with these appointments. Interested individuals should send a curriculum vitae and the names of three referees to: Dr. R.D.T. Jenkin, Director, The Ontario Cancer Foundation, Toronto-Bayview Clinic, 2075 Bayview Avenue, Toronto, Ontario, Canada, M4M 3M5.

**THE ONTARIO CANCER FOUNDATION.** Ottawa Clinic. Radiotherapy. Locum tenens radio-therapist required for period from July 6th for six weeks to work in the Ottawa Clinic of the Ontario Cancer Treatment and Research Foundation at both the Ottawa Civic Hospital and Ottawa General Hospital Divisions. Salary negotiable. Apply in the first instance to: Dr. M.E. Tulloh, Director, Ottawa Clinic, Ontario Cancer Foundation, Ottawa Civic Hospital, Ottawa, Ontario.

**UNIVERSITY OF SASKATCHEWAN.** Medicine. Department of Anaesthesia. The Department is seeking additional full-time academic anaesthetists for its programs in both the University Hospital, Saskatoon and the Plains Health Centre, Regina. An expressed interest in cardio-vascular anaesthesia and participation in undergraduate and post graduate teaching preferred. Send curriculum vitae, appointment commensurate with background and experience. Replies, with curriculum vitae and the names of three references should be forwarded to: Dr. W.B. MacDonald, Chairman, Department of Anaesthesia, University of Saskatchewan, University Hospital, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF SASKATCHEWAN.** Medical Health Officer Joint Appointment. The University of Saskatchewan and Saskatchewan Community Health Unit offer a unique position for a Medical Officer under the new Saskatchewan Community Health Unit Act.



The position will be primarily in the Community Health Unit with a formal appointment and responsibilities in the University's Department of Social and Preventive Medicine. Graduate training and experience in public health are required, preferably at the Fellowship level. Information on the organization, responsibilities and qualifications are available on request. Apply to: Dr. V.L. Matthews, Professor and Head, Department of Social and Preventive Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF TORONTO, Faculty of Medicine.** University Department: Paediatrics. Hospital Department: Paediatrics, Hospital for Sick Children. University Title: Associate Professor. Hospital Title: Staff Physician. Qualifications Required: Candidates should have had extensive experience in haemodynamic and angiocardiographic investigation of heart disease in infants and children and have made appropriate clinical research contributions. Liaison with members of the paediatric research focus of the Institute of the Hospital will be expected of the appointee. Nature of Duties: Full time Paediatrics Cardiologist to head the Variety Club Cardiac Catheterization Laboratories at the Hospital for Sick Children, Toronto. The Division of Cardiology of the Department of Paediatrics at the Hospital receives patient referrals from metro Toronto and the Province of Ontario with more than 800 infants and children being investigated each year in its computerized cardiac catheterization service. Salary: Commensurate with experience and position. Personal to Whom Enquiries Should be Sent: Richard D. Rowe, M.D., Director, Division of Cardiology, Hospital for Sick Children, 555 University Avenue, Toronto, Ontario M5G 1X8. Effective Date of Appointment: August 1, 1981. Type of Appointment: Clinical appointment, annual. Closing Date for Receipt of Applications: May 31, 1981.

## MUSIC

**BRANDON UNIVERSITY.** School of Music. Notice of Vacancy for 1981-82. Position: 12-month sabbatical leave placement. Specialist in Woodwinds generally. Flute in particular. Jazz Ensemble and/or Music Appreciation. Required: Master's degree and demonstrated ability as teacher and performer. Duties: Solo and ensemble performances; teaching; supervise majors and minors; teaching Woodwind Techniques, other Woodwind minors and Conservatory students; teaching a History or Appreciation course; conducting Jazz Ensemble. Rank & Salary: Lecturer, paid in the upper salary range (currently \$15,500-\$20,400 annually). Letter of appointment and curriculum vitae and a recent tape should be sent to: Dr. Lorne Watson, Director, School of Music, Brandon University, Brandon, Manitoba, Canada; R7A 6A9. Date of Appointment: September 1, 1981. Closing Date for Applications: When position filled.

**UNIVERSITY OF SASKATCHEWAN.** Department of Music. Sabbatical Replacement. Term: One Year (10 months — September 1 to June 30 inclusive). Rank: Lecturer. Duties: To teach first year theory (integrated), Piano or voice or lower brass, and a class in vocal techniques (for non music majors) or contemporary music. There are many opportunities for performance but this is not a requirement. Academic Background: At least the Masters (M.A. or M.Mus.). The Department of Music — a fully qualified and constituent member of C.A.U.S.M. with all performance grade, undergraduate degree programs (B. Mus., B. Mus. Ed., M.A., B. Ed.) and some graduate programs (M.Ed. in Mus. Ed. and a Special M.A.). Of the University's 11,000 students approximately 1,100 are involved in music through the performance groups and career programs. Apply Dr. D.L. Kaplan, Head, Department of Music, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 before April 30, 1981.

**TRENT UNIVERSITY.** Cultural Studies Program. Cultural Studies/Music. Applications are invited for guest lecturers in Cultural Studies 348 Workshop in Twenty-first century music on campus, July-August, 1981. Cu.St. 345 is a co-requisite course offered in conjunction with Cultural Studies 345, Music in Society. Cu.St. 345 considers the social organization, meaning and function of music as a creative, performing and audience activity in contemporary industrial society. Cu.St. 346 is a practical workshop in which students explore, through crea-

tion, performance and guided listening, the various styles of 20th-century music discussed in Cu.St. 345. The co-ordinator of the course is seeking guest lecturers qualified to conduct small workshops in Afro-American and/or 20th-century avant-garde music. Strong practical background and competence in theory and analysis preferred. Enr. limit: 24; honorarium variable depending on length of participation (2-4 weeks). Send full C.V. plus names of three references to Professor R. Dellamora, Chair, Cultural Studies Programme, Trent University, Peterborough, Ontario, K9J 7B8. **BRANDON UNIVERSITY.** School of Music. Applicants invited for senior position in instrumental music education. Doctorate required. Graduate teaching experience preferred. Duties primarily in new Master of Music program (Major in Music Education). Teaching responsibility to include: Advanced Methods and Techniques in Instrumental Music; Advanced Conducting; Thesis advising. Candidates with research interest in the philosophy or psychology of music will be given preference. Salary and rank commensurate with qualifications and experience. Current salary schedule for rank of Associate Professor, \$25,000-\$35,800; for Full Professor, \$32,000-\$45,200. Letters of application, references, curriculum vitae (and tape, if applicable) to: Dr. Lorne Watson, Director, School of Music, Brandon University, Brandon, Manitoba, Canada, R7A 6A9. Date of appointment: September 1, 1981. Closing Date: When position filled.

## NATIVE STUDIES

**ST. THOMAS UNIVERSITY.** Native American Studies. Applications are invited for the position of visiting professor of native studies. The appointment is presently for one year beginning July 1, 1981. This position is open to all ranks and areas of specialization within the field of North American Indian Studies. Particular consideration will be given to speakers of native American languages. The position involves both teaching and administrative responsibilities. Salary is dependent upon qualifications and hiring is subject to budgetary approval. Candidates must have completed the M.A., but Ph.D. or A.B.D.'s are preferred. Applicants should file immediately. Send vitae and two letters of recommendation to Professor Richard F. Kennedy, Director of Native Studies, St. Thomas University, Fredericton, N.B., E3B 5G3.

**TRENT UNIVERSITY.** Department of Native Studies. Applications are invited for two positions in the Department of Native Studies. Both are subject to budgetary approval. Both are tenured positions. Applicants: 1. Full Professor or Associate Professor. Desired Qualifications: Ideally the candidate will bring to the Native Studies Department senior academic qualifications including Ph.D. degree or equivalent, and university level teaching experience, and a background in or extensive experience teaching Native culture. Duties: Teaching duties will be based on background, fields of interest and qualifications but may include: one honours-level course plus courses in Native culture, Native philosophy, Native religions, Native history, or Native communities. Salary: Dependent upon rank and qualifications. 2. Assistant Professor. Desired Qualifications: Master's or doctoral degree in a related discipline, experience in Native community work and/or intercultural education. Duties: Teach duties may include: team teaching in the first year introductory course, history of Metis and Non-Status Native people, research methods, Native history, Native community development, or Native politics. Salary: Dependent upon rank and qualifications. Applications with curriculum vitae and names of three referees should be sent to: Professor Don McCaskill, Chairman, Department of Native Studies, Trent University, Peterborough, Ontario, K9J 7B8. Closing Date: April 30, 1981.

## NURSING

**UNIVERSITY OF WESTERN ONTARIO.** Faculty of Nursing. Applications are invited for teaching positions in undergraduate and graduate programs. Rank open. Master's degree or doctorate. Preference will be given to candidates with teaching experience and clinical specialization. Candidates must be eligible for registration in

Ontario. Salary commensurate with preparation and in accordance with the University of Western Ontario policies. Appointments are subject to funds being available. Send complete resume to Doctor Beverlee Cox, Dean, Faculty of Nursing, Health Sciences Centre, University of Western Ontario, London, Ontario, N6A 5C1.

**UNIVERSITY OF MANITOBA.** School of Nursing. Applications are invited for faculty with professional competence in community health nursing and restorative nursing. This full time position will commence September 1, 1981. Candidates should have at least a Master's Degree, as well as teaching experience and a publication record. Salary and rank are negotiable and commensurate with qualifications. Canadian citizens, permanent residents and other eligible for employment in Canada at the time of application are especially encouraged to apply. Deadline for applications is June 1, 1981. Applicants should forward their curriculum vitae with names of three referees to: Professor June Bradley, Director, The School of Nursing, University of Manitoba, 215 Bldg Building, Winnipeg, Manitoba, R3T 2N2.

## NUTRITION

**UNIVERSITY OF GUELPH.** Human Nutrition. Assistant Professor (tenure track). Ph.D. and/or M.D. and research experience in human nutrition (e.g. experimental, clinical, food work experience) in an applied or clinical setting preferred. Candidates should have an interest in working within a multidisciplinary environment. Undergraduate and graduate teaching and research in human nutrition. Floor for Assistant Professor is \$20,116. Send curriculum vitae, selected reprints and names of referees to Dr. R.M. Barham, Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Effective Date: As soon as possible and subject to final budgetary approval. Position open until filled.

**ST. FRANCIS XAVIER UNIVERSITY.** Department of Nutrition and Consumer Studies. The Department invites applications for an academic position in Consumer Studies effective September 1, 1981. Responsibilities will include graduate teaching and expanding the undergraduate program in Consumer Studies and in teaching courses in that area and in the area of Textiles. Minimum educational requirement M.Sc.; Ph.D. preferred. Salary commensurate with qualifications and experience. Applications will be received until position is filled. Applicants should send a curriculum vitae, transcripts and names of three references to: Dr. Helen Aboud, Chairman, Department of Nutrition and Consumer Studies, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

**UNIVERSITY OF ALBERTA.** Faculty of Home Economics. Foods and Nutrition. Assistant Professor of food service management. Ph.D. in food service management and foods preferred or Ph.D. in related field supportive of the area of food service management. Minimum acceptable would be a Master's degree with appropriate experience. To teach and to develop a research program in food service management. Assistant Professor — 1980-81 is \$21,263. 1981-82 salary scale is being negotiated. Interested male or female applicants should submit a resume to: Dr. Zenia Hawrysh, Chairperson, Foods and Nutrition Division, Faculty of Home Economics, University of Alberta, Edmonton, Alberta, T6G 2M4. Appointment effective July 1, 1981. Deadline for applications: When position filled. The University of Alberta is an equal opportunity employer.

## PHILOSOPHY

**ST. THOMAS UNIVERSITY.** Department of Philosophy. Applications are invited for a one year leave replacement position (subject to approval) for the 1981-82 academic year at the rank of lecturer or assistant professor. (1980 floors: lecturer \$16,566; assistant professor — \$18,407). The successful candidate who will be expected to teach courses in Introductory philosophy and ethics, should have completed (or be near completing) the doctorate, possess some teaching experience, and be conversant with Christian philosophy traditions. Send applications, including curriculum vitae and names of 3 referees to: Rev. Marc Smith, Chairman, Department of Philosophy, St. Thomas

University, Fredericton, N.B. E3B 5G3 Canada.

**THE UNIVERSITY OF WESTERN ONTARIO.** Philosophy. Position contingent upon budget approval. Rank and salary negotiable. Highest priority is for someone with teaching experience beyond the Ph.D. (or equivalent degree) though new Ph.D.s will be considered. Publication or other evidence of professional involvement, and strong commitment to scholarly research important. We will consider strong candidates in any specialization, but highest priority is for a philosopher of science with good substantive knowledge of a particular science; biology or medicine would be especially desirable, as would some interest in the history of science. Send full placement materials, including bibliography or samples of written work to: Chairman, Department of Philosophy, University of Western Ontario, London, Ontario, Canada, N6A 3K7. Deadline: when position filled.

**UNIVERSITY OF SASKATCHEWAN.** Department of Philosophy. Lecturer with term (leave replacement). Ph.D. Teaching three classes, including introductory philosophy and elementary logic. Salary: In lecturer range. Apply to Professor D.J. Crossley, Philosophy Department, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Effective September 1, 1981 (for ten months). Closing date for applications: April 30, 1981.

**UNIVERSITY OF WESTERN ONTARIO.** Philosophy. One or more leave replacements, contingent upon budget approval. Areas open, but competence in teaching informal logic and introductory philosophy desirable. Appointment effective 1 September 1981, eight or nine months. Rank and salary dependent on qualifications; current annual floors for Lecturer and Assistant Professor are \$14,880 and \$18,500. Ph.D. preferred, but ABD with several years' full-time teaching experience considered. Send all placement materials to Chairman, Department of Philosophy, The University of Western Ontario, London, Ontario, N6A 3K7.

## PHYSICAL AND OCCUPATIONAL THERAPY

**MC GILL UNIVERSITY.** School of Physical and Occupational Therapy. Appointment: Full time academic appointment in the Division of Occupational Therapy, McGill University, available June 1981. Rank according to qualifications and experience. Responsibilities: Teaching and research supervision in physical medicine at both the undergraduate and graduate levels. Qualifications: Occupational therapists with a Master's degree, Ph.D. preferred, and a strong clinical background in physical medicine. Minima Salaries: Assistant Professor: \$24,150; Associate Professor: \$28,375; Professor: \$35,765. Applications: Send letter stating teaching and research interests, curriculum vitae and names of three references to: Dr. Martha Piper, Director, McGill University, School of Physical and Occupational Therapy, 3654 Drummond Street, Montreal, Quebec, H3G 1Y5, Canada.

**QUEEN'S UNIVERSITY.** School of Rehabilitation Therapy. Applications are invited for a tenure stream position at the Assistant Professor rank in the Division of Occupational Therapy. To commence July 1, 1981. Graduate degree in Occupational Therapy or related field. The appointee will be responsible for teaching and establishing of research program in the area of paediatric rehabilitation together with administrative responsibilities as assigned by the Head of the Division. Salary commensurate with qualifications and experience. Candidates of both sexes are equally encouraged to apply. Curriculum vitae and names of 3 referees should be submitted to Mr. B. Pickles, School of Rehabilitation Therapy, Queen's University, Kingston, Ontario, K7L 3N6. Closing date for applications is April 30, 1981.

## PHYSICAL EDUCATION

**UNIVERSITY OF SASKATCHEWAN.** College of Physical Education. Title of Position: Assistant Professor (dependent upon budgetary approval). Qualifications Required: Ph.D. preferred. Nature of Duties: Primary responsibilities in the area of elementary physical education. Related research ability and experience in the sociocultural area should be stated. Salary



Offered: Commensurate with qualifications and experience. Send enquiries and applications, including curriculum vitae and names of three referees to: Dr. J. Dewar, Dean, College of Physical Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**THE UNIVERSITY OF LETHBRIDGE.** Department of Physical Education. Rank One position at the Assistant Professor level in Biomechanics. Qualifications: Ph.D. or near completion. Teaching experience an asset. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor, \$22,004-\$30,794. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: Dr. N.G. Little, Chairman, Department of Physical Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing Date: When position filled.

**McMASTER UNIVERSITY.** School of Physical Education and Athletics. Applications are invited for positions with primary responsibilities as follows: **ASSISTANT PROFESSOR LEISURE STUDIES:** Responsible for theory and practicum courses in the general area of leisure/recreation/outdoor education. Chairmanship of Recreation and Leisure Committee. Incorporated, for qualified candidate. Applicants should hold or be well advanced toward doctoral degree. Teaching and research experience expected. **SWIM COACH/AQUATICS COORDINATOR:** Responsible for coaching women's intercollegiate team, teaching aquatic practicum courses and administration or recreational/instructional aquatic program. This is a Lecturer level position. A Master's degree is preferred. **WOMEN'S BASKETBALL COACH/PRACTICUM INSTRUCTOR:** **WOMEN'S GYMNASIUM COACH/PRACTICUM INSTRUCTOR:** Both of the above are head coaching positions in the Women's Intercollegiate Program. Additional teaching responsibilities will be dependent upon the interests and qualifications of the applicant. Candidates should have strong technical preparation in their sport. In addition, a Master's degree is preferred. These are Lecturer level appointments and may be on a 9 or 12 month annual basis, depending on the qualifications of the appointee. **LECTURER/PRACTICUM INSTRUCTOR:** Consideration will be given to candidates who have teaching/coaching competencies in some combination of: fitness, track and field, men's volleyball, men's gymnastics, soccer, health and coaching theory. A Master's degree is preferred. This is a Lecturer level appointment on a 9 month annual basis. Starting date for these appointments is September 1, 1981. Letters of application, together with a curriculum vitae and two letters of reference will be received up to April 30, 1981, or until the position has been filled. Send applications and inquiries to: Dr. Mary E. Keyes, Director, School of Physical Education and Athletics, McMaster University, Hamilton, Ontario L8S 4K1.

## PHYSICS

**DALHOUSIE UNIVERSITY.** Physics Department. Applications are invited for one tenure-track position at the Assistant Professor level, involving both teaching and research. The appointment date is July 1, 1981. The applicant should have research specialization in experimental Mossbauer physics (or related field). Postdoctoral experience and expertise is desirable. Applicants should send curriculum vitae, list of publications, and the names of three referees to Dr. D. Klang, Chairman, Physics Department, Dalhousie University, Halifax, N.S., Canada, B3H 3J5, before April 30, 1981.

**THE UNIVERSITY OF LETHBRIDGE.** Department of Physics. Rank Two positions at the Assistant Professor level in experimental physics. (Subject to availability of funding). Qualifications: Ph.D. or near completion. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor, \$22,004-\$30,794. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: Dr. A.A. Schultz, Chairman, Department of Physics, The University of Lethbridge, 4401 University Drive, Lethbridge, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing Date: When position filled.

**UNIVERSITY OF MANITOBA.** Department of Physics. Research Associates in Intermediate Energy Physics. Applications are invited from persons with experience in low or intermediate energy nuclear physics. A good working knowledge of counter systems, electronics and computers and nuclear cryogenics is required. The successful candidates will be engaged in the University of Manitoba's research program in intermediate energy physics using the TRIUMF accelerator. These appointments can normally be renewed annually, subject to the usual budgetary confirmation. The successful candidates will be eligible for a travel allowance. Remuneration will depend on qualifications and previous experience. Applications including curriculum vitae, bibliography and the names of three referees should be sent to: Dr. W.T.H. van Oers, Department of Physics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

**UNIVERSITY OF GUELPH.** Dept. of Physics. A post-doctoral assistantship is open for work on the structure and dynamics of fluids with a neutron scattering group at the University of Guelph. Present projects include the study of three body forces and correlations in atomic gases and molecular orientation effects in molecular gases. Duties include participation in neutron scattering experiments (for extended periods) at A.E.G.L. Chalk River and (for short periods) at ILL, Grenoble, France. This position will be open until filled. Initial appointment for one year with renewal for two years by mutual agreement. Salary at N.S.E.R.C. rates. Candidates with a Ph.D. in any area of condensed matter or nuclear physics will be considered and should send C.V. and names of two referees to — Dr. P.A. Egelstaff, Department of Physics, University of Guelph, Guelph, Ontario, N1G 2W1, Canada.

## PHYSIOLOGY

**UNIVERSITY OF SASKATCHEWAN.** Department of Physiology. Lecturer (one year leave replacement), Ph.D. Teaching at the undergraduate level. Floor of Lecturer rank (currently \$16,656). Submit curriculum vitae and the names of three referees to: Dr. G.B. Sutherland, Professor and Acting Head, Department of Physiology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Effective date of appointment: July 1, 1981 to June 30, 1982.

## POLITICAL SCIENCE

**CONCORDIA UNIVERSITY.** Department of Political Science. Applications are invited for a full-time position at the Assistant level. Applicants should have completed the Ph.D., have teaching experience and an established publication record. Expertise is sought in the area of methodology and one or more of the following areas: urban politics (Canada/Ouebec); political party international relations; Canadian provincial politics. A knowledge of the Quebec milieu and the French language is desirable. Candidates would be expected to teach at both the graduate and undergraduate levels. Send full curriculum vitae and the names of three referees to Dr. Everett M. Price, Chairman, Department of Political Science, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for application: when position is filled.

**CONCORDIA UNIVERSITY.** Department of Political Science. Applications are invited for two full-time positions at the Assistant or Associate level. Subject to budgetary approval. Applicants should have completed the Ph.D., have teaching experience and a firmly established publication record. Expertise is sought in the areas of public policy and public administration, with emphasis on Quebec and Canada. A knowledge of the Quebec milieu and the French language is desirable. Candidates would be expected to teach at both the graduate and undergraduate levels. Send full curriculum vitae and names of three referees to Dr. Everett M. Price, Chairman, Department of Political Science, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for applications: when positions are filled.

**SANT MARY'S UNIVERSITY.** Department of Political Science. Applications are invited for a nine-month sabbatical leave replacement appointment from 31 August, 1981. Teaching experience and Ph.D. preferred. Competence sought in Comparative

Politics and/or Political Theory and/or Canadian Politics. Send curriculum vitae and names of three referees to Dr. G. Chauvin, Chairperson, Department of Political Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Closing date: When position is filled.

**DALHOUSIE UNIVERSITY.** Department of Political Science. Applications are invited for a full-time two-year term appointment, 1981-83, at the Assistant Professor level. Applicants should have completed the Ph.D., have teaching experience, and preferably an established publication record. Expertise is sought in the areas of quantitative methods, and international politics and foreign policy. An ability to teach political philosophy is also desirable. Send full curriculum vitae and the names of three referees to: Professor Denis Stairs, Chairman, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6. Deadline: when the position is filled.

**BISHOP'S UNIVERSITY.** Political Science. Applications are invited for one full-time position at the Assistant or Associate Professor level commencing June 1, 1981, subject to budgetary approval. Applicants should hold the Ph.D. degree and have teaching experience and a research record. Familiarity with Quebec and competence in the French language are desirable. The successful candidate will teach undergraduate courses in the following areas: Canada-Ouebec, Public Administration and Policy, Methods. The 1981-82 salary floors will be Assistant Professor \$26,209, Associate Professor \$34,071. Please submit applications with curriculum vitae and names of three referees prior to May 1, 1981 to Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

**WILFRID LAURIER UNIVERSITY.** Department of Political Science. Applications are invited for a full-time, one-year, limited term appointment at the Assistant Professor level for the 1981/82 academic year. Applicants must have completed the Ph.D., and should have full-time university teaching experience. A record of refereed publications is desirable. Expertise is sought in the following areas: research methods, empirical theory, and federalism. Other areas may also be considered. Send full curriculum vitae, including the names of referees, to Dr. P.K. Kuruvilla, Chairman, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Applications will be accepted until the position is filled.

## PSYCHIATRY

**UNIVERSITY OF SASKATCHEWAN.** Department of Psychiatry. A position is available for an academically oriented psychiatrist with an interest in Adult Psychiatry. This position will involve clinical and teaching responsibilities in the Department of Psychiatry. Saskatchewan has an international reputation for innovative psychiatric programmes. The Department of Psychiatry has made a significant contribution to these. The appointment will be effective July 1, 1981. Salary commensurate with qualifications and experience. Apply to Dr. I.M. McDonald, Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF SASKATCHEWAN.** Department of Psychiatry. A position is available in the Department of Psychiatry, University of Saskatchewan, for an academically oriented psychiatrist with an interest in Epidemiology. This position will involve clinical, teaching and research responsibilities in the Department of Psychiatry. Saskatchewan has an international reputation for innovative psychiatric programmes. The Department of Psychiatry has made a significant contribution to these. The availability of comprehensive data banks will be especially attractive to applicants with research interests. The appointment will be effective July 1, 1981. Salary commensurate with qualifications and experience. Apply to Dr. I.M. McDonald, Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF SASKATCHEWAN.** Department of Psychiatry. A position is available in the Department of Psychiatry, University of Saskatchewan for an academically oriented psychiatrist with an interest in Geriatric Psychiatry. The Department of Psychiatry along with the Department of Geriatric Medicine is developing a community-oriented Geriatric Psychiatry

Programme. This programme will be of interest to specialists working in the field and who are interested in early intervention and prevention of psychiatric disorders in the elderly. The appointment will be effective July 1, 1980. Salary commensurate with qualifications and experience. Apply to Dr. I.M. McDonald, Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

## PSYCHOLOGY

**UNIVERSITY OF BRITISH COLUMBIA.** Department of Psychology. The Department is now inviting applications for a senior level position as Director of the Clinical/Community Programme. Candidates should have extensive relevant experience in organizing and directing a graduate programme in clinical psychology; including liaison with other departments and external agencies. A substantive record in research and publications is required. Salary is negotiable. The University of British Columbia offers equal opportunities for employment to qualified male and female candidates. Complete curriculum vitae and names of referees should be forwarded: Chairman, Faculty Search Committee, Department of Psychology, University of British Columbia, Vancouver, B.C. V6T 1W5 Canada.

**UNIVERSITY OF SASKATCHEWAN.** Department of Psychology. Applications are invited for an appointment at lecturer level. The appointment is for a ten month period. Applicants specializing in the area of developmental psychology are especially encouraged, but candidates with other specializations will also be considered. Send curriculum vitae and the names of three referees to: Dr. Thomas B. Wishart, Head Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

**McMASTER UNIVERSITY.** Department of Psychology. The department invites applications for a tenure track appointment at the Assistant Professor level commencing July 1 or September 1, 1981. Salary dependent on qualifications; minimum for Assistant Professor is \$19,175 in 1980-81. Outstanding applicants in any experimental specialty will be considered, but emphasis is being placed on social/developmental, neuropsychology, animal behaviour processes, and quantitative psychology. Applicants should be prepared to initiate an independent research program. Preference will be given to applicants who are eligible for employment in Canada at the time of application. Send vitae, reference letters and reprints to: Search Committee, Department of Psychology, McMaster University, Hamilton, Ontario, Canada L8S 4K1.

**ST. FRANCIS XAVIER UNIVERSITY.** Psychology Department. The Department is seeking an individual for a limited term contract as a sabbatical replacement to teach developmental psychology for the 1981-82 year. The individual hired will have full access to departmental research facilities. Send vitae and three letters of reference to: Dr. Murray Schwartz, Chairman, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

**THE UNIVERSITY OF WESTERN ONTARIO.** Department of Psychology. The Department is seeking to fill a tenure track position at the assistant professor level in psychological measurement and statistics. Candidates with demonstrated strengths in theoretical and applied interests are invited to apply. The position is effective July 1, 1981. Appointment is subject to the availability of funds. Send vitae, representative publications and three letters of recommendation to: Dr. R.C. Gardner, Chairman, Measurement Area Search Committee, Department of Psychology, University of Western Ontario, London, Ontario N6A 5C2.

**THE UNIVERSITY OF WESTERN ONTARIO.** Department of Psychology. The University of Western Ontario, Department of Psychology is seeking to fill, subject to budgetary approval, three positions, effective July 1st, 1981. Potentially, these appointments may be tenure track. Candidates should have proven research capabilities in one of the following areas: 1. Sensation and Perception; preference will be given to individuals with an interest in addition and/or applied aspects of perception; 2. Learning and Motivation; candidates with interests in traditional areas of animal learning and/or human learning or in broader aspects of animal behaviour will be



considered; 3. Physiological and Comparative: consideration will be given to animal or human ethologists and those with comparative or applied interest in quantities having a strong interest in quantitative methods and the ability and desire to teach these at the graduate and undergraduate levels will be given special consideration. Preference will be given to Canadian citizens and those eligible to work in Canada at the time of application. Send vitae, representative publications and three letters of recommendation to Brian Timney, Chairman, Search Committee, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2.

**SAINT MARY'S UNIVERSITY.** Department of Psychology. Assistant Professor. The Department of Psychology is seeking to fill a tenure-track position in the general area of Applied Psychology. The Department offers M.Sc. programs in Clinical and Industrial/Organizational Psychology. The ideal candidate should be able to contribute through teaching and research, to both of these areas. Experimental psychologists with strong applied interest should also feel welcome to apply. Duties include teaching at the undergraduate and graduate levels, research and professional activity, and research supervision. The 1980-81 salary floor for the assistant professor rank is \$19,908. Starting date for position is September 1, 1981. Preference is given to applicants who are eligible for employment in Canada at the time of application. Applicants should send a letter of application stating their teaching, research and professional interest along with a vitae and the names of three references to: Dr. Victor M. Catano, Chairperson, Department of Psychology, Saint Mary's University, Halifax, Nova Scotia, B3H 2C3.

**UNIVERSITY OF OTTAWA.** School of Psychology. The University of Ottawa School of Psychology expects to have several openings to fill for July 1st, 1981. These would be permanent tenure-track positions, probably at the Assistant, Associate and Full Professor level. The principal needs are for professors, fluent in French in the areas of child clinical (teaching, thesis supervision and Internship supervision), developmental, psychobiology and quantitative (teaching, research and thesis supervision). Minimum qualifications are: doctorate in Psychology, research experience or potential for research development and knowledge and competency in French and in English. Salary range for the current academic year is: maximum: \$53,960; Assistant Professor — minimum: \$19,900; Associate Professor — minimum: \$25,712; Full Professor — minimum: \$33,147. Submit a letter of application, vita, names and addresses of three references and two recent publications from refereed journals or visible evidence of scholarly activity to: Dr. Joseph De Koninck, School of Psychology, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

**UNIVERSITÉ D'OTTAWA.** L'Ecole de Psychologie. L'Ecole de Psychologie prévoit avoir quelques postes vacants de professeurs à combler à la fin de l'été 1981. Ces postes sont probablement des postes réguliers au niveau de professeur adjoint ou, égrégé ou titulaire. Les besoins principaux sont du côté francophone en psychologie clinique de l'enfant, (enseignement, recherche et supervision de thèses et d'internats), en psychologie du développement, et en psychobiologie (enseignement, recherche et supervision de thèses) et en méthodes quantitatives. Les qualifications minimums sont: le doctorat en psychologie, de l'expérience (ou un très bon potentiel) en recherche et une bonne maîtrise du français et de l'anglais. L'échelle de salaire de l'année en cours est: maximum \$53,960; professeur adjoint — minimum: \$19,900; professeur agrégé — minimum: \$25,712; professeur titulaire — minimum: \$33,147. Adresser une lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants, ainsi que de tirés à part de deux publications récentes ou de tout autre document constituant une contribution académique à: Dr. Joseph De Koninck, Ecole de Psychologie, Université d'Ottawa, Ottawa, Canada, K1N 6N5.

**THE UNIVERSITY OF BRITISH COLUMBIA.** Department of Psychology. The University of British Columbia invites applications for a one-year replacement position in the area of developmental psychology beginning September 1, 1981. Complete curriculum vitae and names of references should be forwarded to: Chairman, Faculty Search Committee, Department of Psychology, University of British Columbia, Vancouver, B.C. Canada, V6T 1W5. Rank is open. The University of British Columbia offers equal opportunities for employment to qualified male and female candidates.

**THE UNIVERSITY OF LETHBRIDGE.** Department of Psychology. Rank: One position at the Assistant Professor level in Developmental Psychology or a closely allied area. Qualifications: Ph.D. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004 — \$30,794. Applications: Applications including a curriculum vitae, transcripts, three letters of reference and a summary of research goals should be sent to: Dr. Ian Whishaw, Chairman, Department of Psychology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing Date: When position filled.

**THE UNIVERSITY OF WINNIPEG.** Department of Psychology. The Department is seeking to fill one and possibly two tenure-track positions, specialty and rank open. Duties include a 9-hour undergraduate teaching and a productive research programme. The Department maintains excellent research facilities in several areas and immediate start-up funding is usually provided. Send C.V. and 3 letters of reference to: H. Strub, Acting Chair, Psychology Department, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9.

**UNIVERSITY OF WINNIPEG.** Department of Psychology. Assistant Professor. Developmental/Child Psychology. Applications are invited for a tenure-track position with a starting date of September, 1981. Ph.D. required. The position carries a three course teaching load as well as an expectation of productive research in the area of child development. The department maintains a well-developed nursery school research facility. Ideally our interests are for a person with research in cognitive/perceptual development with an emphasis on topics pertaining to reading. Immediate funds for research will be made available. Salary is competitive. Preference will be given to applicants who are eligible for employment in Canada at the time of application. Applicants should send a vitae, three letters of reference, and examples of written work to: Dr. Hinton Bradbury, Department of Psychology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9.

**UNIVERSITY OF REGINA.** Campion College. Department of Psychology. Applications are invited for two year probationary appointment at the level of Assistant Professor commencing 1 July 1981. Preference will be given to candidates with a Ph.D. and undergraduate teaching experience in Introductory and Clinical and Counselling Psychology. An opportunity exists for research and supervision of graduate students. The 1980-81 floor salary for this rank is \$20,449. Campion College is a Catholic co-educational college federated with the University of Regina. Interested individuals should submit a curriculum vitae and a statement of teaching and research background, and arrange for three letters of reference to be sent to: Robert J. Moore, Ph.D., Search Committee in Psychology, Campion College, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date for applications will be 30 April, 1981.

## RELIGION

**McMASTER UNIVERSITY.** Religious Studies. The department of Religious Studies has a junior contractually-limited position available commencing July 1, 1981 in the area of Psychology and Religion. Applicants are expected to have the Ph.D. degree. Candidates will be required to teach graduate and undergraduate courses on the uses of psychology in understanding religion — Eastern and Western, and should indicate special areas of competence. Applications including curriculum vitae and letters of reference should be sent to: Dr. A.E. Combs, Chairman, Department of Religious Studies, McMaster University, Hamilton, Ontario, L8S 4K1.

**DALHOUSIE UNIVERSITY.** Department of Religion. Dalhousie University invites applications for a three-year tenure-track position at the level of Assistant Professor to commence July 1, 1981. Interested applicants should possess a Ph.D., strong undergraduate teaching skills and broad interests in the academic study of religion. A budding scholar is preferred. The salary

and rank are commensurate with qualifications and experience. A curriculum vitae including the names of three referees should be sent to: Professor T. Sinclair-Faulkner, Chairman, Department of Religion, Dalhousie University, Halifax, Nova Scotia B3H 3J5, Canada. Closing date: When position is filled.

**ST. THOMAS UNIVERSITY.** Religious Studies. Pending approval a tenure-track appointment in religious ethics. Rank is open. Doctorate preferred. Knowledgeable in R.C. moral theology. Undergraduate teaching principally in the area of religious ethics with possible course in ritual studies. Salary commensurate with rank and qualifications. Send applications to: Dr. Jeffrey Kay, Chair, Department of Religious Studies, St. Thomas University, Fredericton, N.B., E3B 5G3. Effective July 1, 1981. Closing Date is April 30, 1981.

**THE UNIVERSITY OF LETHBRIDGE.** Department of Religious Studies. Rank: One position at the Assistant Professor level (subject to availability of funding). Qualifications: Ph.D. or near completion. Expertise in the Hebrew Bible and Judaism, secondary area in Islam an asset. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004 — \$30,794. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: Chairman, Search Committee, c/o Dean's Office, Faculty of Arts and Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing Date: When position filled.

**BRANDON UNIVERSITY.** Department of Religion. Applications are invited for a one-year replacement appointment in Religion at the Lecturer or Assistant Professor level. Qualifications: Ph.D. and teaching experience preferred. Duties: to teach first year and advanced undergraduate courses in World Religions, Health Care Ethics, and Death and Dying. Current annual salary floors: Lecturer \$15,500; Assistant Professor \$19,500.00. Send Curriculum Vitae, transcripts and three letters of reference to: Dr. Peter John C. Hordern, Dean Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9. Effective date of appointment: September 1, 1981. Competition closes May 30, 1981.

**MCGILL UNIVERSITY.** Institute of Islamic Studies. The Institute seeks to appoint a specialist in Islamic Studies with ability to teach other traditional Islamic subjects. Emphasis on research and graduate level instruction in Islamic history and/or thought. Competence in original languages required. Appointee expected to spend minimum six weeks per annum working with Institute of Islamic Studies, London, England. Duration of appointment, rank and salary negotiable according to qualifications and experience. Dossiers and names of at least three referees to Director, Institute of Islamic Studies, McGill University, 855 Sherbrooke Street West, Montreal, P.Q. Canada H3A 2T7.

**MCGILL UNIVERSITY.** Institute of Islamic Studies. The Institute seeks a one-year sabbatical leave replacement (1981 September - 1982 August). Part-time or full-time two or three full courses. Teach Islamic Religious Tradition and modern Arab thought at undergraduate and graduate levels. Competence in Arabic required. Subject to budget availability, salary and rank negotiable according to qualifications and experience. Dossiers and names of at least three referees to Director, Institute of Islamic Studies, McGill University, 855 Sherbrooke Street West, Montreal, P.Q. Canada H3A 2T7.

## RURAL PLANNING

**UNIVERSITY OF GUELPH.** School of Rural Planning and Development. Rural Planner. Assistant or Associate Professor. Doctoral or Masters Degree in Planning or closely allied field. Teaching areas include Planning Theory, Planning Methodology and specialty courses. Significant planning experience necessary, preferably in a rural context. Candidates should have an interest in working within a multidisciplinary environment committed to rural planning and development through teaching, research and outreach activities. CIP accreditation is highly desirable. Subject to availability of funds. Send full curriculum vitae and the names of three references to: Dr. Mark B. Lapping, Director, University School of Rural Planning and Development, University

of Guelph, Guelph, Ontario N1G 2W1. Closing date 1 May, 1981.

## SOCIOLOGY

**THE UNIVERSITY OF LETHBRIDGE.** Department of Sociology. Rank: One position at the Assistant or Associate Professor level. Qualifications: Ph.D. Duties: Teaching at the undergraduate level and research in the following areas of sociology: Introductory, Social Welfare, Industrial, Political; and one of Canadian Society, Deviance or Complex Organization. Salary: (1980-81 schedule) Assistant Professor: \$22,004-\$30,794. Associate Professor: \$28,175-\$40,125. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: Dr. H. Weaver, Chairman, Department of Sociology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing Date: When position filled.

**UNIVERSITY OF NEW BRUNSWICK.** Department of Sociology. Applications are being accepted for tenure track and/or Leave replacement positions as Lecturer or Assistant Professor. Appointments subject to budgetary provision. Applicants must have Ph.D. for tenure-track position. Salary range is \$16,419-\$28,170. Application date closes when position is filled. Application and three letters of reference should be sent to: Dr. P.G. Kepros, Dean, Faculty of Arts, University of New Brunswick, Bag Service No. 45555, Fredericton, New Brunswick, E3B 6E5.

**UNIVERSITY OF VICTORIA.** Dept. of Sociology. Subject to the availability of funds, applications are invited for a full-time regular position in the Department of Sociology at the Assistant Professor level to be filled 1 July 1981. Preferred teaching areas include theory and social problems. Preferred research areas include family, medical, law, demography or urban sociology. Only Ph.D.s will be evaluated for this tenure-track position. Salary is commensurate with qualifications and experience. Please send curriculum vitae and names of three references by 30 April 1981 to: R. Alan Hedley, Chair, Department of Sociology, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2.

## SOIL SCIENCE

**UNIVERSITY OF SASKATCHEWAN.** Department of Soil Science. Position: Professional Research Associate or Research Officer. Date Open: Immediate. Description: The candidate will collaborate with the Project Director to study the mechanisms governing aquatic sediments as sources, carriers, and sinks of mercury, selenium, and arsenic in aquatic ecosystems. Qualifications: Ph.D. in Soil Chemistry. Experience in environmental chemistry would be a definite asset. Salary: Commensurate with qualifications and experience. Contact: Dr. P.M. Huang, Department of Soil Sciences, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

## VETERINARY MEDICINE

**UNIVERSITY OF GUELPH.** Dept. of Clinical Studies. A faculty position in veterinary anesthesiology is available. Academic rank and salary will be commensurate with experience and qualifications. Requirements: D.V.M. or equivalent, specialty certification or eligibility for certification in veterinary anesthesiology, research potential and aptitude for teaching. Applicants must be eligible for licensure in Ontario. Responsibilities include participation in lectures, laboratories and clinical anesthesiology teaching to students enrolled in the professional curriculum. In addition, the person will be expected to participate in research, continuing education and service to the department. Position subject to final budgetary approval. Starting date is July 1, 1981. Closing date for applications is May 1, 1981 or until a suitable applicant is found. Qualified applicants should submit a curriculum vitae with the names of 3 referees to: Dr. M. Wilson, Chairman, Clinical Studies Department, University of Guelph, Guelph,



Ontario, Canada, N1G 2W1.

**UNIVERSITY OF SASKATCHEWAN.** Western College of Veterinary Medicine. Veterinary Anatomy. Applications are invited for the position of department head for the Department of Veterinary Anatomy, Western College of Veterinary Medicine, University of Saskatchewan. Desired qualifications include the veterinary degree, plus a Ph.D. or equivalent level of expertise in veterinary anatomy. A background and interest in teaching veterinary gross or applied anatomy is preferred. Additionally, experience in administering research and graduate programs is essential. The successful candidate will be expected to provide administrative direction to the department, participate in undergraduate teaching (preferably in the designated area), and provide academic leadership to the department primarily in undergraduate teaching, graduate teaching, and research. The Department of Veterinary Anatomy is one of the 5 academic departments which, in addition to the teaching hospital, comprise the Western College of Veterinary Medicine. The department consists of 6 faculty positions (including the headship) with an equal number of supporting staff. Its facilities include an Electron Microscope Suite with 2 transmission electron microscopes and additional research labs. The teaching program is primarily directed at undergraduate veterinary medicine, but includes significant graduate offerings associated with electron microscopy and advanced veterinary anatomy as well. The position is available July 1, 1981. Appointment at a level commensurate with qualifications and experience. Please send inquiries or applications (including a curriculum vitae and names of three references) to Dr. N.O. Nielson, Dean, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF GUELPH.** Department of Veterinary Microbiology and Immunology. The Department is seeking applicants for a faculty position in the area of pathogenic bacteriology, to be available September 1, 1981. The duties include teaching at the undergraduate level in the DVM and 8.Sc. programs, and at the graduate level, which will include the supervision of candidates for higher degrees in veterinary bacteriology, together with participation in the Department's research programs on economically important bacterial diseases of food animals, with particular reference to mycoplasma infections. Applicants should have a DVM degree, and a Ph.D. in extensive relevant experience in teaching and research. The salary for this position, which is contractually limited to two years, is negotiable, and the position is subject to final budgetary approval. Enquiries and applications should be forwarded to Dr. J.B. Derbyshire, Head, Department of Veterinary Microbiology and Immunology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

**UNIVERSITY OF SASKATCHEWAN.** Western College of Veterinary Medicine. Department of Veterinary Clinical Studies. Faculty Position in Preventive Veterinary Medicine (Food Animals). Applications are invited from veterinary clinicians with an interest in food-animal medicine and production, with a particular interest in beef cattle feedlot medicine. The position is in the Field Service Unit which currently consists of seven veterinary clinicians who conduct a teaching food-animal and equine practice. Dairy and beef cattle comprise the major portion of the practice; pigs and horses also make up a significant part of the practice. The duties will include classroom and instruction of senior veterinary students in clinical and preventive medicine of food animals. The candidate will be encouraged and expected to engage in research activities in food-animal preventive veterinary medicine. The candidate must also participate in the day-to-day operation of the practice. The candidate must be a graduate veterinarian and eligible to become licensed to practice veterinary medicine in the Province of Saskatchewan. Preference will be given to candidates with a post-graduate degree, post-graduate research experience, board certification or a recognized professional specialty equivalent. A demonstrated interest in preventive veterinary medicine and epidemiology applied to herd medicine would be desirable. Salary will be commensurate with qualifications and experience. The position will be available July 1, 1981, subject to budgetary approval. Interested applicants should submit a current curriculum vitae, names of three references and a statement of teaching and research

goals. Send applications to Dr. G.F. Hamilton, Head, Department of Veterinary Clinical Studies, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

**UNIVERSITY OF SASKATCHEWAN.** Western College of Veterinary Medicine. Department of Veterinary Pathology. The Department has an opening for an Assistant/Associate Professor in Veterinary Pathology, the position to be filled permanently when a suitable candidate is found. This is a tenurable position available July 1, 1981. The D.V.M. or Ph.D. and, upon appointment, the successful applicant must become a member of the Saskatchewan Veterinary Medical Association. A.C.V.P. Board Certification or Board Eligibility are essential and experience in toxicopathology a desirable asset. Responsibilities will include participation in the undergraduate and graduate teaching programs, post mortem service and particularly active participation in a research program. Salary range (1980-81) for Assistant Professor is \$27,478 - \$27,144, for Associate Professor \$27,478 - \$35,250. Please submit a letter of application, curriculum vitae and names of 3 referees to Dr. J.H.L. Mills, Head, Department of Veterinary Pathology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Applications accepted until the position is filled.

**UNIVERSITY OF SASKATCHEWAN.** Western College of Veterinary Medicine. Department of Veterinary Pathology. The Department has an opening for an Assistant Professor in Veterinary Pathology. This tenurable position to be filled permanently when a suitable candidate is found. Position available July 1, 1981. The D.V.M. or equivalent degree is essential as well as a Ph.D. and upon appointment, the successful applicant must become a member of the Saskatchewan Veterinary Medical Association. Responsibilities will include participation in the undergraduate and graduate teaching programs, post mortem service and particularly active participation in a research program. A.C.V.P. Board Certification or Board Eligibility would be an asset. Salary range (1980-81) is \$21,120 to \$27,144. Please submit a letter of application, curriculum vitae and names of 3 referees to Dr. J.H.L. Mills, Head, Department of Veterinary Pathology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Applications accepted until the position is filled.

**UNIVERSITY OF SASKATCHEWAN.** Western College of Veterinary Medicine. Department of Veterinary Pathology. The Department requires an Assistant/Associate Professor in Veterinary Clinical Pathology, effective July 1, 1981. Responsibilities include teaching classes in the undergraduate and graduate curricula as well as sharing in the service load of the Laboratory. Post mortem research and continuing education is expected. This is a tenurable position. Applicants must have a D.V.M. degree or equivalent and the successful applicant must, upon appointment, become a member of the Saskatchewan Veterinary Medical Association. The Ph.D. degree and A.C.V.P. Board Certification or Board eligibility are essential. Rank and salary are commensurate with training and experience. Reply: Send curriculum vitae plus names of 3 referees to Dr. J.H.L. Mills, Department of Veterinary Pathology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. The position will be filled when a suitable applicant is found.

**UNIVERSITY OF SASKATCHEWAN.** Western College of Veterinary Medicine. Department of Veterinary Pathology. Instructor required July 1, 1981 to June 30, 1982 to assist in laboratory instruction in clinical pathology for 3rd and 4th years, as well as a heavy service component. The D.V.M. degree or equivalent is essential and, upon appointment, the successful applicant must become a member of the Saskatchewan Veterinary Medical Association. Salary range (1980-81) is \$15,581 to \$19,811, the position to be filled when a suitable candidate is found. Reply: send curriculum vitae plus names of 3 references to Dr. J.H.L. Mills, Department of Veterinary Pathology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF SASKATCHEWAN.** Western College of Veterinary Medicine. Department of Veterinary Pathology. The

Department seeks applications for the position of Professional Associate in Pathology. Duties: To provide diagnostic pathology service to the livestock industry and veterinarians submitting specimens to the Department of Veterinary Pathology, Western College of Veterinary Medicine. This is a one-year appointment, renewable annually, the position to be filled when a suitable candidate is found. Salary: Commensurate with experience. Professional Associate I to \$27,144 (1980-81); Professional Associate II to \$35,250 (1980-81). Qualifications: Applicant must have the D.V.M. degree or equivalent and, upon appointment, become a member of the Saskatchewan Veterinary Medical Association. Certification by the American College of Veterinary Pathologists is desirable. Excellent opportunity for preparation for A.C.V.P. Board Examinations, five Department. Reply: Send curriculum vitae and 3 letters of reference to Dr. J.H.L. Mills, Department of Veterinary Pathology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF SASKATCHEWAN.** Department of Veterinary Microbiology. Assistant Professor, Virology. The Department has a faculty position with term for individuals with experience in molecular virology or immunology. Applicants must have a Ph.D. in virology or immunology. Scientists with experience or interest in herpesviruses or rotaviruses would integrate better with present programs but other fields are encouraged to apply. It is hoped that the successful candidate will develop independent research but the opportunity exists to collaborate with a group presently working on the virology and immunology of herpes and rotaviruses. Send letter of application and curriculum vitae to Head, Department of Veterinary Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

## PERSONALS

**PERSONAL.** In Quebec City, house for rent, 5 minute walk from Laval University. Cottage, 4 bedrooms; furnished; available from August 1, 1981 to August 1, 1982. Tel: (418) 656-3266 or write to A. Gamache, Computer Science Department, Pavillon Pouliot, Laval University, Quebec, Quebec, G1K 7P4.

**PERSONAL.** A Québec, maison meublée à louer à proximité du campus de l'Université Laval. Située dans St-Sacrement, 9 pièces avec 4 chambres. Disponible à partir août 1981 au 1er août 1982. Tel: (418) 656-3266 ou écrire à A. Gamache, Département d'Informatique, Pavillon Pouliot, Université Laval, Québec, Québec, G1K 7P4.

**PERSONAL.** Regency Terrace Flat. Exeter, Devonshire. 31-82. Three bedrooms. Central heating. £175 mo. plus heat, utilities. (418) 923-1866. Write: C. Gardner, 338 Carlton Street, Toronto, Ontario, M5A 2M1.

## LATE ADS

**UNIVERSITY OF OTTAWA.** Faculties of Health Sciences and of Science and Engineering. Department of Biochemistry. Positions available. Assistant or Associate Professor, Nutritional Biochemistry. Tenure track position. Ph.D. or M.D. and research experience required. The successful candidate will participate in the teaching of nutritional biochemistry to undergraduate science and medical students, will establish a research program and supervise graduate students (M.Sc. and Ph.D.). Bilingualism (French/English) would be an asset. Assistant Professor, Biochemistry. Two non-tenure track positions. Salary support for selected candidates will be sought through the Medical Research Council Fellowship program. Appointees will establish a research program and supervise graduate students (M.Sc. and Ph.D.). Teaching (less than 25% of time) will be required. Send curriculum vitae, names of three referees and a brief account of current and planned research to Dr. J. Himmels-Hagen, Department of Biochemistry, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6A9, Canada.

**CONCORDIA UNIVERSITY.** Teaching English as a Second Language. Lecturer (10-month leave replacement, non-renewable, to begin 1 August, 1981). M.A. in TESL related field essential. Experience in teaching ESL and ESL methods, including

educational technology. Fluent French essential. Send letter of application, C.V. and names of three references to: Professor Bruce Barkman, Acting Director, TESL Centre, MI 202, Concordia University, 2130 Bishop, Montréal, Québec, H3G 1M8. Deadline 1 May 1981.

**CONCORDIA UNIVERSITY.** Teaching English as a Second Language. Assistant Professor (11-month leave replacement, non-renewable, to begin 1 July 1981). Ph.D. essential in TESL related field. Experience in teaching English structure, introductory linguistics, and ESL. Fluent French essential. Send letter of application, C.V. and names of three references to: Professor Bruce Barkman, Acting Director, TESL Centre, MI 202, Concordia University, 2130 Bishop, Montréal, Québec, H3G 1M8.

**UNIVERSITY OF GUELPH.** Department of Food Science. Assistant Professor (tenure track). Ph.D. in Food Science or equivalent is required. Research experience should be in food chemistry with emphasis on food quality and safety. Some interest in low temperature preservation would be desirable. Teaching responsibilities will include fats and oils, food technology and quality control. Candidates should have an interest in working in a multidisciplinary environment. Floor for Assistant Professor is \$20,116. Send full curriculum vitae, selected reprints and three references to Dr. W.R. Osborne, Chairman, Department of Food Science, University of Guelph, Guelph, Ontario, N1G 2W1. Position subject to final budgetary approval and commences September 1, 1981. Deadline for applications is June 1, 1981.

**UNIVERSITY OF TORONTO.** Department of Anthropology. Position available - Assistant Professor. Contractually-limited term appointment (leave replacement), one year (budget permitting). Ph.D. required. Physical Anthropologist with expertise and ability to teach the physical anthropology component of "Introduction to Anthropology", and the introductory course in physical anthropology. Preference will be given to candidates who can also teach all or part of the "Anthropology of Sex Roles". Salary - At least base salary for Assistant Professor. Send enquiries, curriculum vitae, and names of three referees to Dr. M. R. Klein, Chairman, Department of Anthropology, University of Toronto, Ontario, M5S 1A1. Effective July 1, 1981. Closing date for applications - May 1, 1981.

**UNIVERSITY OF VICTORIA.** School of Music. Position in Voice. Position: Lecturer or Assistant Professor (subject to availability of funds). Qualifications: M.Mus. or equivalent preferred. Extensive vocal and operatic coaching experience essential. Previous university teaching desirable. Previous performance experience assumed. Duties: Private instruction, performance majors and others. Coaching student ensembles. Salary: Commensurate with experience. Appointment Date: July 1, 1981. Duties begin September 1, 1981. Closing Date: When position is filled. Curriculum vitae and/or full placement letter invited with first letter. Contact: Professor Paul Kling, Director, School of Music, University of Victoria, Victoria, British Columbia, Canada, V8W 2Y2.

**VICTORIA GENERAL HOSPITAL.** Assistant Executive Director - Nursing. The Hospital: Victoria General Hospital is a 254 bed acute treatment community hospital located in South Winnipeg, close to the University of Manitoba. Current nursing practice uses a patient classification system and primary nursing has been implemented throughout the nursing service. The Position: Reporting to the Executive Director, the incumbent is responsible for the overall planning, organization, directing and controlling of the administrative and clinical activities related to the Nursing Service Department; participate as a member on the Senior Management Committee, responsible for major hospital policy decisions. Requirements: Bachelor degree in Nursing required, Master's degree preferred. Administrative and clinical experience. Eligible for registration with the Manitoba Association of Registered Nurses. The current incumbent's family has been transferred and as a result, the position will become available July 1, 1981. Interested applicants should submit their curriculum vitae in confidence by April 30, 1981, stating current salary to: Mr. D. Kuntz, Executive Director, Victoria General Hospital, 2340 Pembina Highway, Winnipeg, Manitoba, R3T 2E8. Telephone: (204) 269-3570 Ext. 232.

**UNIVERSITY OF NEW BRUNSWICK.** Department of Chemistry. Position: Lecturer in Organic Chemistry. The Department of Chemistry has a tenure track position



available from July 1, 1981, at Assistant Professor or higher level. The successful applicant will be expected to teach both undergraduates and graduates as well as carrying out research and supervising graduate students. This position is in addition to one currently advertised for a Rock Mechanist or Geomechanist. The applicant should have a background in petrochemistry and petrology and should be prepared to teach in some aspects of petrology and geochemistry. The successful applicant will be responsible for supervision of analytical facilities including an XRF. Applicants should have a Ph.D. and preferably, post doctoral experience. Applications including a curriculum vitae and names of three referees should be sent to: P. F. Williams, Chairman, Department of Geology, University of New Brunswick, Fredericton, N.B. E3B 5A3.

**UNIVERSITY OF WINNIPEG, Department of Biology.** The Department invites applications for a tenure stream position at the rank of Assistant or Associate Professor. Major teaching responsibilities will be a course in General Microbiology. Candidates should have a Ph.D. and relevant teaching experience. Salary dependent on qualifications and experience. Send curriculum vitae and names of three referees to Dr. R. A. Woods, Biology Department, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Closing date when position filled. Starting date not later than August 1, 1981.

**UNIVERSITY OF VICTORIA, Theatre Department.** Position: Lecturer or Assistant Professor. Qualifications: At least Master's degree and university teaching experience. Duties: To coordinate and teach speech, communication (public speaking) program for education students, and to teach beginning acting. Salary: Subject to negotiation. Appointment Date: 1 July, 1981. Closing Date: 15 May, 1981. Apply to: Send curriculum vitae and three references to: The Chairman, Theatre and Communications Department, University of Victoria, Box 1700, Victoria, B.C., V8W 2Y2. Telephone: (604) 477-6911, local 440. Appointment subject to approved funding.

**UNIVERSITY OF TORONTO, ERINDALE CAMPUS, Department of Psychology.** The Department has an opening at the Assistant Professor level (beginning July 1, 1981) for a qualified candidate in the area of Sensation and Perception. We are looking for a person with an active research program and a strong interest in undergraduate teaching. The successful candidate will be expected to teach an introductory, year-long course in Sensory and Perceptual Processes and a one-semester laboratory course in the same area. This appointment, which is subject to final budgeting approval, is contractually limited to three years. Send curriculum vitae and letters of reference to: Dr. Bruce Schneider, Department of Psychology, Erindale College, University of Toronto, Mississauga, Ontario, L5L 1C6.

**UNIVERSITÉ D'OTTAWA, Sciences Politiques.** Le département de sciences politiques désire recruter un professeur à temps complet spécialisé en politique canadienne et manifestant un intérêt pour la politique de la planification urbaine et régionale (les candidats spécialisés en politique comparée et manifestant un intérêt pour la politique de la planification urbaine et régionale seront également considérés; ce poste d'une période d'une année à compter du premier juillet 1981 demeure sujet à une approbation budgétaire non encore définitive. On invite aussi les candidatures en vue de postes éventuels à temps complet. Les demandes doivent être accompagnées d'un curriculum vitae complet, le plus tôt possible, au directeur du département de sciences politiques, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

**CONCORDIA UNIVERSITY, Department of Electrical Engineering.** An Assistant Professor is required in the Department of Electrical Engineering at Concordia University. The position will involve undergraduate and graduate teaching, supervision of graduate work, as well as research in one or more of the following areas: minicomputer and

microprocessor architecture, microprocessor applications, design of digital circuits and hardware. Applicants should hold a doctorate in an appropriate area and be familiar with modern technology. Industrial experience will be considered an asset. Applications, which should include a curriculum vitae and names of three referees, should be addressed to: Dr. A. Antoniou, Chairman, Department of Electrical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada.

**McGILL UNIVERSITY, Faculty of Music.** Department of School Music, Assistant Professor, Ph.D. or equivalent; experience in orchestral school music teaching; scholarly publications. Graduate research supervision; teaching graduate school music courses; undergraduate orchestral conducting and instrumental techniques courses. Salary—1980-81 rank minimum—\$24,150. Send curriculum vitae, three letters of reference and article reprints to: Dr. Estella R. Jorgensen, Chairman, Department of School Music, Faculty of Music, McGill University, 555 Sherbrooke Street West, Montreal, Quebec, H3A 1E3. Appointment effective September 1, 1981. Closing date when position is filled.

**ST. FRANCIS XAVIER UNIVERSITY, Department of Music.** Applications are invited for a position beginning September 1981 for an Artist in Residence—Jazz Guitar/Voice Instructor. Duties will include instruction on Jazz Guitar and voice as well as being a concertizing member of the St. Francis Xavier Faculty Jazz Quintet. Other teaching responsibilities could include directing combos or big bands, improvisation groups, and possibly the teaching of theory and harmony classes. It is preferable (but not necessary) that candidates have a Masters or Bachelors Degree. Candidates should also have a considerable amount of professional performing experience. Salary will be commensurate with experience and qualifications. Please send curriculum vitae including references to: Professor Donald Hughes, Director of Jazz Studies, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

**DALHOUSIE UNIVERSITY, Anatomy Department.** Position: Full-time. A nine month to one year appointment is available in the Department of Anatomy, Dalhousie University, Halifax, Nova Scotia, commencing July 1 or September 1, 1981. Duties will include the teaching of Gross Anatomy to students of Medicine, Dentistry and the Health Professions. Opportunities will be available to undertake research in Neuroanatomy, Neuroendocrinology, Genetics, Ophthalmic Morphology or Cell Biology. Salary commensurate with qualifications and experience. Applications together with curriculum vitae and the names of two referees should be addressed to: Dr. O. G. Gwyn, Professor and Head, Department of Anatomy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4P7.

**UNIVERSITY OF WATERLOO, Department of Environmental Toxicology.** Applications are being accepted for the position of Assistant Professor in Environmental Toxicology. Appointment is for an initial term of 2 years and is subject to the availability of funds. Ph.D. required; post-doctoral experience preferred. Duties: to teach undergraduate courses and establish an independent research programme in environmental toxicology. Salary commensurate with qualifications. First consideration will be given to those applicants who, at the time of application, are legally eligible to work in Canada for the period covered by this position. Send curriculum vitae and names of three referees to: Dr. J. E. Thompson, Chairman, Department of Biology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Effective date of appointment is July 1, 1981. Closing date for receipt of applications is when this position is filled.

**UNIVERSITY OF WATERLOO, Business Administration.** Accounting and Finance. Applications are invited for faculty positions at the rank of associate or assistant professor from those with teaching and research interest in (i) managerial accounting (ii) financial accounting (iii) finance. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective September 1, 1981 or by arrangement. Appointments available until positions filled. Send resumes to: Dr. John R. Henne, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in

Canada for the period covered by this position. The availability of this position is subject to budgetary approval.

**UNIVERSITY OF WATERLOO, Economics.** Several appointments in ranks commensurate with candidates qualifications. Ph.D. with competence in both scholarship and graduate (M.A.) and undergraduate teaching. Applicants with main or secondary specialization in one or more of the following areas are invited to apply: monetary economics, international economics, development economics, macroeconomics, microeconomics, industrial organization, labour economics, mathematical economics, econometrics, economic statistics. Strong candidates in other areas will also be considered. Salaries fully competitive with other Canadian universities. The availability of this position is subject to budgetary approval. Applications, including a curriculum vitae and references, should be sent to: Dr. John Hotson, Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. One or more one-year appointments; one or more continuing appointments. Closing Date: when filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

**UNIVERSITY OF WATERLOO, Department of Kinesiology.** Applications are being accepted for the position of Assistant/Associate Professor. Ph.D. with background in neurophysiology (neuro control) and biomechanics. Provide research direction in neural control and the mechanics of human movement. Liaison with psychomotor behaviour and work physiology. Teach neural control and biomechanics at the undergraduate and graduate levels. Salary offered is Assistant Professor (minimum \$19,800); Associate Professor (minimum \$25,800). Salary and rank commensurate with experience and qualifications. Send curriculum vitae and references to: Dr. M. T. Sharrit, Chairman, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective September 1, 1981. Closing date when filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

**UNIVERSITY OF WATERLOO, Faculty of Mathematics, Department of Combinatorics & Optimization.** Applications are being accepted for the position of Assistant or Associate Professor in continuous or discrete optimization. The position is for a three-year definite term, with the possibility of a tenure track appointment at the end of this period. Applicants should have proven ability, or the potential, for excellent research and effective teaching. Responsibilities will also include the supervision of graduate students. Salary and rank will be commensurate with qualifications and experience. Effective date of appointment is September 1, 1981. Interested individuals should send resumes and the names of three referees to: Professor J. A. Bondy, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. Subject to the availability of funds.

**UNIVERSITY OF WATERLOO, Department of Mechanical Engineering.** Applications are being accepted for the position of Assistant Professor. Tenure track position, initial appointment will be for three years. A recent Ph.D. graduate with experience in control and control of mechanical systems. Teaching responsibilities will be primarily at the undergraduate and graduate level in control and automation. The successful applicant will be expected to contribute to the department's research, and this area will interact with faculty who have ongoing projects in this and related areas such as fluid power, machinery diagnostics and noise control. Salary will be commensurate with experience and qualifications. A detailed curriculum vitae, a statement of teaching and research interests, and names of three referees should be sent to: Dr. D. J. Burns, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective May 1, 1981. No closing date for receipt of applications. (Subject to the availability of funds). First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

**UNIVERSITY OF WATERLOO, Department**

**of Mechanical Engineering.** Applications are being accepted for the position of Assistant Professor—tenure track position. Initial appointment will be for three years. A recent Ph.D. graduate with experience in Tribology. Teaching responsibilities will be at the undergraduate and graduate level in Mechanics and Tribology. The successful applicant will undertake teaching responsibilities and graduate supervision in Tribology and interact with faculty who have ongoing projects in related areas such as lubrication in metalworking. Salary will be commensurate with experience and qualifications. A detailed curriculum vitae, a statement of teaching and research interests and the names of three referees should be sent to: Dr. D. J. Burns, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective September 1, 1981. No closing date for receipt of applications. (Subject to the availability of funds). First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

**UNIVERSITY OF WATERLOO, Department of Recreation.** Applications are being accepted for the position of Assistant or Associate Professor in Therapeutic Recreation. Qualifications include an earned doctorate or its near completion in Therapeutic Recreation or related discipline. A strong research background with the ability to successfully supervise student theses and honors projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. Salary offered is Assistant Professor (minimum \$19,800); Associate Professor (minimum \$25,800). Salary and rank commensurate with qualifications and experience. Those interested should send applications to: Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1981. Applications accepted until the position is filled. Subject to the availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

**UNIVERSITY OF WATERLOO, Department of Recreation.** Applications are being accepted for the position of Assistant or Associate Professor in Recreation Administration. Qualifications include an earned doctorate or its near completion in Recreation Administration or related discipline. A strong research background with the ability to successfully supervise student theses and honors projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. Salary offered is Assistant Professor (minimum \$19,800); Associate Professor (minimum \$25,800). Salary and rank commensurate with qualifications and experience. Those interested should send applications to: Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1981. Applications accepted until June 15, 1981. Position contingent on the availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

**UNIVERSITY OF SASKATCHEWAN, Department of French and Spanish.** The Department has two openings in Spanish during the 1981-82 academic year. In the first term there is an opening for a seasonal lecturer involving a total stipend of \$1,500. A full-time instructor will be required for the period of January 1, 1982 through June 30, 1982; this will be a term appointment, replacing a sabbaticant, and the salary will be in the instructor's range (from September \$1,298 per month). Duties are teaching of undergraduate Spanish language classes. Applicants should have a Ph.D. or Ph.D. (A.B.D.) in Spanish. The Department would be particularly interested in considering one individual who would hold both appointments, extending from September 1981 through June 1982. Write to Professor M. Black, Head, Department of French and Spanish, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.



# ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

**Unemployment and Inflation: The Canadian Experience.** Clarence L. Barber and John C.P. McCallum, Ottawa: Canadian Institute for Economic Policy, 1980, pp. x + 157.  
**Out of Work.** Cy Gonick, Toronto: James Lorimer and Company, 1978, pp. 176.  
**The Monetarist Counter-Revolution: A Critique of Canadian Monetary Policy, 1975-1979.** Arthur W. Donner and Douglas J. Peters, Toronto: James Lorimer and Company, in association with the Canadian Institute for Public Policy, 1979, pp. xi + 103.

## Welcome to the 1980s?

by Richard A. Lobdell

review briefly some popular explanations of recent economic performance in Canada.

### What went wrong?

Even allowing for the normal amount of disagreement among economic analysts, it is possible to identify four broad, popular explanations of economic performance during the 1970s.

First, and surely the favourite of the media and some politicians, the 1970s are sometimes explained as the inevitable consequence of unchecked greed and avarice. Big governments, strong unions, giant corporations, small businessmen and consumers have each been identified as sources of the current economic situation. We have all sought a life of profligacy, these arguments claim, thereby ensuring chronic inflation, indifference to unemployment, and the destruction of our native sense of self-reliance and initiative. According to these views, we have as a nation grown soft and idle; our accumulated past sins must now be purged through economic austerity.

A second set of explanations focuses on a perceived running down of the economic system as a whole. According to some, the 1970s were the consequence of a long process of decay in basic decision-making which is made manifest in unimaginative entrepreneurship, lagging innovation, a subtle crumbling of the work ethic and stultifying bureaucratic organization of both public and private sectors. According to this version, the "golden-age" has departed leaving us adrift in a sea of uninspired mediocrity. Another version of the systemic decline thesis is usually associated with Marxists of one type or the other. This story is reasonably well-known: the relentless growth of monopoly ownership in industry, a growing dependency and impoverishment of workers, frantic efforts to save the system on the part of the state, increasing class conflict and the internationalization of the economic crisis — all announce the twilight of modern capitalism. In either version, the 1970s are seen as the result of inevitable systemic decline, to be deplored or welcomed according to one's sense of history.

A third set of explanations, most highly favoured by the practitioners of mainstream economics, claims that "structural rigidities" were responsible for the dreary performance of the 1970s. Both inflation and unemployment are said to have resulted from many forces, the most important of which are a variety of "frictions" which hinder the smooth operation of markets. Such frictions include monopolistic power of certain industries and labour unions, social policies of various governments and the constellation of rules and regulations which govern every aspect of economic behaviour. These rigidities do not arise from a changed psychology, nor are they a consequence of some inevitable systemic decline; rather, according to this version, they are imperfections which are amenable to correction. If only such rigidities were removed, we could once more expect an era of growth and expansion.

Finally, there are many who view the

1970s as simply a big mistake. According to this explanation, inflation and subsequent unemployment were initiated by a series of natural accidents, especially the poor grain harvests of 1972-73. Later shocks and errors merely confounded the situation: the rapid and sustained rise in the price of oil, the virtual overthrow of the Bretton Woods agreements on international finance and credit, the adoption of monetarism by several industrial nations, the resurgence of fiscal restraint and a tendency towards protectionism in international trade. Thus, according to this view, accident and error were the principal causes of economic disappointment in the 1970s. If in future we are able to institute correct policy, then most, if not quite all, our prospective problems can be managed comfortably.

Accumulated Sin, Systemic Decline, Structural Rigidities and Grievous Error — such is the catalogue of popular explanations frequently offered in an attempt to understand economic performance of the 1970s. It is to the very great credit of their authors that these three books do not fall easily into one or the other of such categories.

Barber and McCallum rather convincingly show that structural rigidities along with serious fiscal and monetary policy errors compounded and reinforced initial difficulties arising out of real shortages in non-renewable resources. Donner and Peters, while arguing that the past half decade was largely the consequence of the lamentable adoption of monetarism by the government of Canada, nonetheless acknowledge that inflation and unemployment were aggravated by structural rigidities. Systemic decline is seen by Gonick to have been at the heart of the decade's troubles, though structural rigidities and policy error also played a significant role.

It is worthwhile to note that none of these authors gives much credence to the arguments here classified under Accumulated Sin. The fault, it would appear, lies not in our psyche, but in our policy and system.

### What might now be done?

Every economic analysis has somewhere within it a set of policy prescriptions, though often these are only implicit in the argument. The authors discussed here serve their readers well by setting out specific suggestions for policy initiatives in the years ahead.

Barber and McCallum present the most carefully argued and persuasive set of policy recommendations. In their view, federal fiscal policy was positively helpful during the 1970s and this is not now the time for government to abandon the concept of positive and creative intervention. Such intervention can be expected to ease both inflation and unemployment, provided that provincial authorities do not pursue contrary policy and provided that the Bank of Canada cuts itself free of the crude monetarism which it has followed since 1975.

The essence of their proposals is that government must move warily but deliberately to strengthen aggregate de-

mand, and at the same time to encourage additional output through a variety of tax measures, the formulation of an industrial strategy, the stabilization of the foreign exchange rate, and through a general easing of monetary restraint. A return to direct controls on wages and profits may even be necessary in future. No quick solutions are promised by Barber and McCallum, but they are optimistic that our major problems are tractable within the present economic system.

Donner and Peters are less ambitious in their policy recommendations. Their principal recommendation is that the Bank of Canada repudiate monetarism as a policy and instead focus its attention on more traditional indicators such as interest rates and the foreign exchange rate. They reject a return to direct wage and profit controls, and offer instead a tax based income policy designed to contain exorbitant income growth in large industries and thereby step down the rate of price inflation. With respect to unemployment, Donner and Peters advocate a new export-led expansion to be assured by careful control over the foreign exchange rate.

Gonick is less convinced that any amount of reform, however imaginative or well-intentioned, will be sufficient to salvage an economic system in such deep crisis. What is needed, according to Gonick, is a thorough-going transformation of the economic system to include genuine worker participation in decision-making at all levels of production, the development of a nationally oriented industrial strategy to replace our dependence on multinational enterprises, and the comprehensive planning of the economy within a political framework of democratic socialism. In the absence of such changes, according to Gonick, governments can be expected to muddle through, lurching from one set of *ad hoc* policies to another as the economic problems of the 1970s carry forward into the 1980s.

Is it possible to look forward to a brighter future than that foreseen by the Department of Finance? The books by Barber and McCallum and by Donner and Peters seem to say so, provided that past errors are avoided and new policy is implemented with caution, patience and forethought. Gonick is less optimistic, though he admits the possibility of a momentary revival which in any case would merely delay the system's demise. Certainly, none of these books hold out much expectation of an early resumption of post-World-War Two economic growth. Significantly, all three books presume that the federal government, in one form or the other, will retain and even extend its influence over the economy. If, as many predict and some fervently hope, the central authorities progressively withdraw from social and economic affairs, then the projections of the Department of Finance may be too optimistic: what now look to be the "Austere Eighties" may simply become the "Awful Eighties".

## Economic Benefits Committee

A meeting of the Economic Benefits Committee was held March 13 and 14. During the year 1981-82, there will be no National Benefits workshop as was held in September 1980. Instead, benefits issues will be discussed at a National Collective Bargaining - Economics Benefits Conference to be held in southern Ontario at the end of June, 1981.

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